



**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:** 7/23/2021    **VisitType:** Monitoring Visit    **Arrival:** 10:00 AM    **Departure:** 12:00 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

Phone: (770) 357-5101

Fax: (770) 357-5102

april.brown@decal.ga.gov

**Mailing Address**

Same

**Quality Rated:** ★ ★

<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.
07/23/2021	Monitoring Visit	Good Standing	
04/08/2021	Complaint Closure	Good Standing	
03/18/2021	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	15	C	21	C	NA	NA	Nap
Main	B - 2nd lft	Infants	1	6	C	8	C	NA	NA	Feeding
Main	C go thru rm. D		0	0	C	7	C	NA	NA	Not In Use
Main	D 3rd lft	Two Year Olds	1	10	C	18	C	NA	NA	Nap
Main	E 4th lft	One Year Olds	1	8	C	10	C	NA	NA	Snack
Main	F 1st rt		0	0	C	22	C	NA	NA	Not In Use
Main	G 2nd rt	Four Year Olds	1	14	C	29	C	NA	NA	Transitioning
Main	H 3rd rt	Three Year Olds	1	11	C	12	C	NA	NA	Nap
Main	I far back		0	0	C	15	C	NA	NA	Not In Use
Main	J lft back	Six Year Olds and Over	1	19	C	27	C	NA	NA	TV
Total Capacity @35 sq. ft.: 169						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 83			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 July 23, 2021. Core Rules and background checks were all reviewed. A virtual inspection was conducted on July 26, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic.

Plan of Improvement: Developed This Date 07/23/2021

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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Chrystal Johnson, Program Official

Date

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April Brown, Consultant

Date



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### Findings Report

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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**

Equipment and furniture observed to be properly secured, as applicable on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**N/A**

**Comment**

Center does not provide swimming activities per the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

### Facility

**591-1-1-.19 License Capacity(CR)**

**Met**

**Comment**

Licensed capacity observed to be met by the center on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**Met**

**Comment**

Center appears clean and well maintained on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Comment**

Please be mindful to keep items that pose a hazard inaccessible to children. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**Met**

**Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute as needed. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Comment**

Playgrounds observed to be clean and in good repair on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Health and Hygiene**

**591-1-1-.10 Diapering Areas & Practices(CR)**

**Met**

**Comment**

Hand washing requirements for diapering were discussed with the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**Met**

**Comment**

Staff were observed to remind children to wash hands on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**Met**

**Comment**

Discussed proper medication documentation and procedures with the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Organization**

**591-1-1-.37 Inspections & Investigations**

**Not Met**

**Finding**

591-1-1-.37(e) requires the Center shall not make or condone any Staff to make a false or misleading statement to the Department in connection with any authorized investigation or inspection being conducted by the Department. It was determined based on a review of records, the center provided authorization for medication forms for children in care with dispensing dates of June 26, 2021, July 10, 2021 and July 17, 2021 when the center was closed for business. A Virtual Visit was conducted due to the COVID-19 pandemic.

**POI (Plan of Improvement)**

The Center will not make, or condone Staff to make false or misleading statements to the Department.

**Correction Deadline: 7/23/2021**

**Safety**

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through. Regulations regarding proper discipline were discussed with the Director on this date.

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

**N/A**

**Comment**

Center does not provide routine transportation at this time due to the pandemic per the director. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Sleeping & Resting Equipment**

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

Discussed SIDS and infant sleeping position with the director and infant staff member on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

<b>Staff Records</b>
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**Records Reviewed: 11****Records with Missing/Incomplete Components: 0**

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Staff # 1 Met

Date of Hire: 08/27/2018

Staff # 2 Met

Date of Hire: 06/10/2021

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 3 Met

Staff # 4 Met

Date of Hire: 05/03/2012

Staff # 5 Met

Date of Hire: 09/22/2009

Staff # 6 Met

Date of Hire: 10/17/2018

Staff # 7 Met

Date of Hire: 03/26/2021

Staff # 8 Met

Date of Hire: 04/01/2021

Staff # 9 Met

Date of Hire: 12/02/2018

Staff # 10 Met

Date of Hire: 05/10/2017

Staff # 11 Met

Date of Hire: 08/17/2015

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**Staff Credentials Reviewed: 10**

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

Criminal record checks were observed to be complete on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

**Comment**

Director provided five files for employees hired since last visit which was completed on March 18, 2021. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

<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 on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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**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. A Virtual Visit was conducted due to the COVID-19 pandemic.