



**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:** 10/15/2020 **VisitType:** Monitoring Visit

**Arrival:** 9:45 AM

**Departure:** 10:20 AM

**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@dec.al.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.
10/15/2020	Monitoring Visit	Good Standing	
01/22/2020	Complaint Investigation & Licensing Study	Good Standing	
01/22/2020	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
Main	A - 1st lft	Three Year Olds	1	14	C	21	C	NA	NA	Free Play
Main	B - 2nd lft	Infants	1	4	C	8	C	NA	NA	Floor Play
Main	C go thru rm. D	Infants and One Year Olds	1	3	C	7	C	NA	NA	Floor Play
Main	D 3rd lft	Two Year Olds	1	10	C	18	C	NA	NA	Free Play
Main	E 4th lft	Two Year Olds	1	5	C	10	C	NA	NA	Floor Play, Diapering
Main	F 1st rt	PreK	2	13	C	22	C	NA	NA	Free Play
Main	G 2nd rt	Four Year Olds	1	8	C	29	C	NA	NA	Free Play
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	Six Year Olds and Over	1	16	C	27	C	NA	NA	Homework
Total Capacity @35 sq. ft.: 169						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 73			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 October 15, 2020. Previous citations, core rules, and background checks were all reviewed. A head count / walk through was conducted on October 15, 2020 due to the COVID-19 pandemic. Compliance with the Executive Order issued on August 15, 2020 was reviewed and discussed via phone with the Director. New BFTS rules were reviewed and emailed to the provider on this date.

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.decals.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@decals.ga.gov](mailto:CCSRefutations@decals.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://decals.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.decals.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@decals.ga.gov](mailto:qualityrated@decals.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. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were also discussed and observed during a walk through 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 per the director.

### 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.

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

**Met**

**Comment**

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

**Comment**

Playground observed to be clean and in good repair on this date.

### Health and Hygiene

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

Hand washing and sanitizing requirements for diapering were discussed with the Director due to the COVID-19 pandemic on this date.

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

Hand washing requirements were discussed with the Director due to the COVID-19 pandemic on this date.

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

Documentation for medication dispensing observed complete on this date.

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**Safety**

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

Age-appropriate discussion and redirection observed on this date.

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**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. Vehicle with license plate ending in N7036 was completed on December 24, 2019. Vehicles with license plates ending in B3329 and B9484 were completed on December 26, 2019.

**Correction Deadline: 1/23/2020**

**Corrected on 10/15/2020**

**Correction of citation in that the transportation forms reviewed and submitted demonstrated that the staff members documented in writing with a check or other mark / symbol to account for each child listed on the transportation forms as required.**

**Correction Deadline: 1/23/2020**

**Corrected on 10/15/2020**

**Correction of citation in that the transportation forms reviewed and submitted demonstrated that the first check was completed and documented as required.**

**Correction Deadline: 1/22/2020**

**Corrected on 10/15/2020**

**Correction of citation in that the transportation forms reviewed and submitted demonstrated that the second check was completed and documented as required.**

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**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 on this date.

**Comment**

The director submitted pictures of mats in good repair. Cleaning and disinfecting of mats was discussed with the director due to COVID-19 pandemic.

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**Staff Records**

Staff # 1 Date of Hire: 08/12/2020	Met
Staff # 2 Date of Hire: 04/25/2019	Met
Staff # 3 Date of Hire: 01/23/2019	Met
Staff # 4 Date of Hire: 08/27/2018	Met
Staff # 5 Date of Hire: 10/15/2020	Met
Staff # 6	Met
Staff # 7 Date of Hire: 07/20/2020	Met
Staff # 8	Met
Staff # 9	Met
Staff # 10	Met
Staff # 11 Date of Hire: 05/03/2012	Met
Staff # 12 Date of Hire: 05/28/2019	Met
Staff # 13 Date of Hire: 03/20/2014	Met
Staff # 14 Date of Hire: 09/22/2009	Met
Staff # 15 Date of Hire: 09/09/2020	Met
Staff # 16 Date of Hire: 10/17/2018	Met
Staff # 17 Date of Hire: 11/13/2017	Met

**Records Reviewed: 21**

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

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Staff # 18 Date of Hire: 12/02/2018	Met
Staff # 19 Date of Hire: 05/21/2020	Met
Staff # 20 Date of Hire: 05/10/2017	Met
Staff # 21 Date of Hire: 08/26/2015	Met

**Staff Credentials Reviewed: 13**

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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.

**Comment**

Director provided four files for employees hired since last visit which was completed on January 22, 2020.

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

**Comment**

Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a walk through on this date. The program was in compliance with the Executive Order issued on August 15, 2020.

<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.

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

**Comment**

Adequate supervision observed on this date.