



**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:** 8/3/2021    **VisitType:** Monitoring Visit    **Arrival:** 11:00 AM    **Departure:** 12:00 PM

**CCLC-37862**

**White Oak Learning Academy #2**

281 Prominence Court Dawsonville, GA 30534 Dawson County  
 (706) 216-5437 jessicak@whiteoakacademy.com

**Mailing Address**  
 2982 Grizzle Road  
 Dawsonville, GA 30534

**Regional Consultant**

Neli Todorova

Phone: (770) 359-5167  
 Fax: (678) 891-5630  
 neli.todorova@decal.ga.gov

Joint with: Jennifer Bailey, Kedirile Magakgala, Stephanie Clark

**Quality Rated:** ★ ★ ★

<b>Compliance Zone Designation</b>		
08/03/2021	Monitoring Visit	Good Standing
01/14/2021	Licensing Study	Good Standing
07/22/2020	Monitoring Visit	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
Main	D Cafeteria		0	0	C	38	C	NA	NA	
Main	Room A 1L	Infants	3	8	C	15	C	NA	NA	Diapering, Feeding, Nap, Free Play
Main	Room B 2LF	One Year Olds	2	9	C	16	C	NA	NA	Lunch
Main	Room C 3L	One Year Olds	3	15	C	20	C	NA	NA	Lunch
Main	Room E 1RT	Two Year Olds	3	15	C	22	C	NA	NA	Lunch
Main	Room F 2RT	Three Year Olds	2	20	C	24	C	NA	NA	Transitioning, Centers
Main	Room G 3RT	Four Year Olds	2	21	C	24	C	NA	NA	Transitioning
Main	Room H 4RT	Six Year Olds and Over	2	23	C	27	C	NA	NA	Transitioning
Main	Room I Bk End	Five Year Olds and Six Year Olds and Over	2	20	C	36	C	NA	NA	Transitioning
Total Capacity @35 sq. ft.: 222						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 131						Total Capacity @35 sq. ft.: 222				
						Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	B School- age	90	C
Main	Infant-Toddler	20	C
Main	Pre-schooler	64	C

### Comments

Background checks were all reviewed on July 30, 2021. A virtual inspection was conducted on August 3, 2021 with the (Director/Provider). An in-person visit was not conducted due to the COVID-19 pandemic.

Plan of Improvement: No Plan Developed

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](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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Jessica Kidd, Program Official	Date
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Jennifer Bailey, Consultant	Date
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Stephanie Clark, Consultant	Date
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Neli Todorova, Consultant	Date
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Kedirile Magakgala, 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.

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

**Met**

**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)**

**Met**

**Comment**

Center appears clean and well maintained.

**Comment**

No hazards observed accessible to children on this date.

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

**Met**

**Comment**

Please ensure to monitor the playground areas for the following hazards: - Normal wear and tear of playground equipment and toys. Potential entrapment hazards in the fence surrounding the playground area. Biting and/or stinging insects (i.e. ants, bees, etc.). Loose and/or weak tree branches surrounding the playground area. Standing water in and around playground equipment after inclement weather.

**Comment**

Three Playgrounds observed to be clean and in good repair.

### Health and Hygiene

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

Proper diapering procedures observed.

**Comment**

Staff state proper knowledge of diapering procedures. Discussed with the provider that Infants that can safely keep their head up need to have their hands washed with warm water and liquid soap after diapering.

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

Staff were observed to remind children to wash hands.

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

Documentation for medication dispensing observed complete.

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**Safety**

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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-.13 Field Trips(CR)****Met****Comment**

Center does not participate in field trips at this time.

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

A current/completed inspection was observed for all vehicles used in transporting children this date.

**Comment**

Complete documentation of transportation observed.

**Comment**

The vehicle had an approved fire extinguisher and first aid kit on this date.

**Comment**

The vehicles was checked for compliance. Proper restraints were observed and discussed with the director.

Vehicle observed as follows:

2016 Ford Transit 250, Tag # EKE 832,

2017 Ford Transit 250, Tag # CJF 4100

2016 Ford Transit 250, Tag # EKE 763 was not on the premises and not observed at current visit.

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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.

**Comment**

591-1-1-.30(1)(d) - Discussed with the provider that Plexiglas dividers between the cribs are sufficient for Infants who cannot stand up. To reduce the transfer of airborne diseases, cribs with Infants who can stand up on their own need to be at least 12 inches apart.

**Correction Deadline: 8/3/2021**

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**Staff Records**

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Staff # 1 Date of Hire: 04/21/2021	Met
Staff # 2 Date of Hire: 03/18/2021	Met
Staff # 3 Date of Hire: 08/17/2020	Met
Staff # 4 Date of Hire: 11/18/2020	Met
Staff # 5 Date of Hire: 08/08/2019	Met
Staff # 6 Date of Hire: 08/24/2016	Met
Staff # 7 Date of Hire: 01/14/2021	Met
Staff # 8 Date of Hire: 02/22/2021	Met
Staff # 9 Date of Hire: 05/27/2021	Met
Staff # 10 Date of Hire: 06/05/2017	Met
Staff # 11 Date of Hire: 02/22/2021	Met
Staff # 12 Date of Hire: 09/05/2019	Met
Staff # 13 Date of Hire: 07/31/2017	Met
Staff # 14 Date of Hire: 08/03/2015	Met
Staff # 15 Date of Hire: 08/31/2006	Met

**Records Reviewed: 29**

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

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Staff # 16 Met  
Date of Hire: 06/08/2019

Staff # 17 Met  
Date of Hire: 07/19/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 18 Met  
Date of Hire: 07/06/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 19 Met  
Date of Hire: 08/06/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 20 Met  
Date of Hire: 08/03/2020

Staff # 21 Met  
Date of Hire: 09/10/2020

Staff # 22 Met  
Date of Hire: 08/31/2020

Staff # 23 Met  
Date of Hire: 07/29/2007

Staff # 24 Met  
Date of Hire: 01/13/2020

Staff # 25 Met  
Date of Hire: 11/15/2016

Staff # 26 Met  
Date of Hire: 10/02/2020

Staff # 27 Met  
Date of Hire: 10/02/2020

Staff # 28 Met  
Date of Hire: 03/25/2020

Staff # 29 Met  
Date of Hire: 11/30/2020

**Staff Credentials Reviewed: 10**

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

Criminal record checks were observed to be complete.

**Comment**

Director provided nine files for employees hired since last visit.

**Comment**

Please ensure that applicants/staff are listing exact dates (including month/day/year) on 10 year work history form in order to determine any breaks in service from the child care industry.

**Technical Assistance**

Please ensure that staff Date of Employment date (as documented on the staff Initial Orientation Form) is on or after the clearance date on the Comprehensive Background Check letter.

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

Discussed: Health and Safety Training and CPR/First Aid are required for each staff member with direct care responsibilities within 90 calendar days of their hire date.

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

Staff observed to be compliant with applicable laws and regulations.

<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.

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

Staff observed to provide direct supervision and be attentive to children's needs.