



**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:** 3/11/2019    **VisitType:** Licensing Study    **Arrival:** 3:20 PM    **Departure:** 5:15 PM

**CCLC-39118**

**Dahjia's Learning Academy and Daycare**

2471 Fairburn Road Atlanta, GA 30331 Fulton County  
(470) 240-4554 dahjiaslearning.academy@yahoo.com

**Regional Consultant**

Michelle Smith

Phone: (404) 478-8183  
Fax: (678) 717-5636  
michelle.smith@decal.ga.gov

**Mailing Address**  
Same

**Quality Rated:** ★

<b>Compliance Zone Designation</b>		
03/11/2019	Licensing Study	Good Standing
11/02/2018	POI Follow Up	Good Standing
10/09/2018	POI Follow Up	Deficient

**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	A- Infants- 1st Right	Infants	1	4	C	15	C	NA	NA	Floor Play
Main	C- 2nd Right- 2's	Two Year Olds	1	9	C	14	C	NA	NA	Story
Main	D- 3's Back Right	Three Year Olds	1	9	C	25	C	NA	NA	Floor Play
Main	F- School age- Basement	Six Year Olds and Over	1	9	C	38	C	NA	NA	Free Play, Homework
Main	Rm. B - 1st Left Toddlers	One Year Olds	1	5	C	13	C	NA	NA	Floor Play
Main	Rm. E- Back left- 4's	Four Year Olds	1	14	C	21	C	NA	NA	Free Play, Centers
Total Capacity @35 sq. ft.: 126						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 50			Total Capacity @35 sq. ft.: 126			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance

**Comments**

The purpose of this visit was to conduct a Licensing Study as follow up to the visit conducted August 15, 2018. Consultant discussed and reviewed report with Director on this date.

Plan of Improvement: Developed This Date 03/11/2019

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/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)

Trenise Holmes, Program Official

Date

Michelle Smith, Consultant

Date



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### Findings Report

**Date:** 3/11/2019 **VisitType:** Licensing Study **Arrival:** 3:20 PM **Departure:** 5:15 PM

#### CCLC-39118

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The following information is associated with a Licensing Study:

### 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)** **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)** **Technical Assistance**

#### Technical Assistance

591-1-1-.25(13) - Consultant discussed with Center Director to ensure that locks are put on the cabinet beneath the diapering changing station, which contained teacher purse, and disinfectant in Infant 1st-Right Classroom.

**Correction Deadline: 3/11/2019**

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

**Correction Deadline: 10/9/2018**

**Corrected on 3/11/2019**

**.26(9) - Consultant observed playground to be clean, with no evidence of hazards.**

### Health and Hygiene

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

Staff state proper knowledge of diapering procedures.

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**591-1-1-.17 Hygiene(CR)****Not Met****Finding**

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined on Consultant observation that one teacher did not wash their hands after contact with bodily fluids from wiping a child's nose.

**POI (Plan of Improvement)**

The Center will ensure liquid soap and warm running water are available for handshaking, train Staff on the handshaking requirements, review the requirements with Staff periodically, and monitor handshaking.

**Correction Deadline: 3/11/2019**

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**591-1-1-.20 Medications(CR)****N/A****Comment**

The Provider currently does not dispense/administer medication.

<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-.13 Field Trips(CR)****N/A****Comment**

Center does not participate in field trips at this time.

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

591-1-1-.36(4)(f)1.-Consultant was not able to evaluate the bus being to it being out on route.

**POI (Plan of Improvement)**

The Center will ensure that manufacturer directions and state and federal laws are met when using child passenger restraining systems and seat safety belts.

**Correction Deadline: 9/13/2018**

<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Comment**

Consultant observed 11 cribs to meet the Consumer Product Safety Commission (CPSC), and the American Society for Testing Materials International on this date.

## Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on Consultant observation that two cribs had baby bags inside of the cribs which poses hazards to infants in care.

## POI (Plan of Improvement)

The Center will not place items inside the cribs or on the cribs used for infant safe sleep, regardless if the crib is assigned to a child or not. The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

## Correction Deadline: 3/11/2019

### Staff Records

**Records Reviewed: 9**

**Records with Missing/Incomplete Components: 2**

Staff # 1 Met  
Date of Hire: 07/01/2016

Staff # 2 Not Met  
Date of Hire: 03/07/2019

"Missing/Incomplete Components"  
.09-Criminal Records Check Missing

Staff # 3 Met  
Date of Hire: 10/01/2018

Staff # 4 Met  
Date of Hire: 02/06/2019

Staff # 5 Met  
Date of Hire: 02/09/2017

Staff # 6 Met  
Date of Hire: 08/20/2009

Staff # 7 Met  
Date of Hire: 08/28/2017

**Records Reviewed: 9**

**Records with Missing/Incomplete Components: 2**

Staff # 8

Met

Date of Hire: 10/08/2018

Staff # 9

Not Met

Date of Hire: 02/09/2018

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

**Staff Credentials Reviewed: 9**

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

**Not Met**

**Finding**

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined base on review of records that one Center Staff did not have a Satisfactory Comprehensive Criminal Records Check Determination letter issued by the Department on file this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - Consultant observed Center Staff submitted an application to the Department for results. The Center will ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive 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 ensure the CRC rules are maintained.

**Correction Deadline: 3/11/2019**

**Technical Assistance**

591-1-1-.09(1)(j) - Consultant discussed with Center Director to ensure that the owner ports all new employee's Satisfactory Comprehensive Criminal Records Check Determination to all locations.

**Correction Deadline: 3/11/2019**

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

**Met**

**Comment**

Evidence observed of 100% of center staff certified in First Aid and CPR.

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

**Met**

**Comment**

Consultant observed seven(7) of nine (9) Center Staff to have evidence of completing the annual 10-hours of training required for 2018.

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

**Not Met**

**Finding**

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on review of records that one Center Staff did not have a valid Child Development Associate (CDA) as the certificate expired October 2018.

**POI (Plan of Improvement)**

The Center will review lead teacher records to ensure the required documentation is on file and will obtain and file it if not found.

**Correction Deadline: 5/24/2019**

**Staffing and Supervision**

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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.