



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: 3/7/2019 **VisitType:** Licensing Study **Arrival:** 8:30 AM **Departure:** 2:00 PM

CCLC-4287

Seeds of Faith Christian Academy

1581 Fairburn Road, SW Atlanta, GA 30331 Fulton County
 (404) 344-3985 admin@seedsofffaith.org

Mailing Address

1581 Fairburn Ave
 Atlanta, GA 30331

Regional Consultant

Michelle Smith

Phone: (404) 478-8183

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michelle.smith@decal.ga.gov

Quality Rated: No

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.
03/07/2019	Licensing Study	Good Standing	
08/28/2018	Monitoring Visit	Good Standing	
02/27/2018	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- 1R	Two Year Olds	1	10	C	13	C	NA	NA	Circle Time
Main	B- 3R	Four Year Olds and Five Year Olds	1	15	C	16	C	NA	NA	Homework
Main	C- 1L	Three Year Olds	1	10	C	16	C	NA	NA	Homework
Main	D- 4R	Four Year Olds and Five Year Olds	1	14	C	16	C	NA	NA	Homework
Main	Down 1L	Six Year Olds and Over	1	15	C	15	C	NA	NA	Homework
Main	Down 2L	Six Year Olds and Over	1	15	C	16	C	NA	NA	Homework
Main	Down 2R	Five Year Olds and Six Year Olds and Over	1	13	C	16	C	NA	NA	Homework
Main	Down 3R	Six Year Olds and Over	1	13	C	17	C	NA	NA	Homework
Main	E- 2L	Three Year Olds	1	13	C	16	C	NA	NA	Homework
Main	F- 3L		0	0	C	17	C	NA	NA	Not In Use
Main	I - Library		0	0	C	27	C	NA	NA	Not In Use
Main	J- Down 1R	Six Year Olds and Over	1	13	C	14	C	NA	NA	Homework
Total Capacity @35 sq. ft.: 199					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 131					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Outside	98	C

Comments

The purpose of this visit was to conduct a Licensing Study as follow up to the visit conducted on August 28, 2018. Consultant discussed and reviewed report with Director on this date. A one-day letter was left with Center Director on this date.

Plan of Improvement: Developed This Date 03/07/2019

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/RuleAndRegulations.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

Wanda Kimbrough, Program Official

Date

Michelle Smith, Consultant

Date



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Findings Report

Date: 3/7/2019 **VisitType:** Licensing Study **Arrival:** 8:30 AM **Departure:** 2:00 PM

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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) **Not Met**

Finding

591-1-1-.25(11) requires that floor coverings be tight, smooth, free of odors and washable or cleanable. It was determined based on Consultant observation that the flooring in F-3 Left was missing floor coverings, and is not tight and able to be washed or cleaned properly.

POI (Plan of Improvement)

Floors will be maintained to be safe and sanitary.

Correction Deadline: 4/8/2019

Finding

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on consultant observation that a bucket was placed behind the toilet to collect water draining from leaking pipes in the A-1 Right bathroom which posed hazards to children. Also, the boys bathroom does not have warm water for hand washing in the main hallway. In addition, to repair the minor chipping paint in downstairs in the 3 Right Classroom near beneath the white board.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 3/14/2019

591-1-1-.26 Playgrounds(CR)**Technical Assistance****Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute.

Technical Assistance

591-1-1-.26(4) - Consultant discussed with Center Director to ensure that one minor section of the fence material is completely attached to the ground to prevent entrapment hazards to children.

Correction Deadline: 3/7/2019

Technical Assistance

591-1-1-.26(8) - Consultant discussed with Center Director to ensure that tarp beneath the swings is covered with mulch or removed to prevent tripping hazards.

Correction Deadline: 3/17/2019

Health and Hygiene

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

There were no children enrolled in the program that require diapering on this date.

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

Proper hand washing observed throughout the center.

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

Documentation for medication dispensing observed complete.

Safety

591-1-1-.05 Animals**Met****Comment**

Consultant observed fish to be maintained clean and appropriately caged.

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

Staff were observed to maintain a positive learning environment 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)**N/A****Comment**

Center does not provide routine transportation.

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

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date. There were no infants enrolled on this date.

Staff Records**Records Reviewed: 18****Records with Missing/Incomplete Components: 11**

Staff # 1

Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2

Met

Date of Hire: 08/01/2018

Staff # 3

Not Met

Date of Hire: 07/25/2016

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 4

Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 5

Met

Date of Hire: 03/01/2016

Staff # 6

Not Met

Date of Hire: 06/01/2014

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 7

Met

Date of Hire: 08/01/2017

Staff # 8

Not Met

Date of Hire: 08/01/2013

Records Reviewed: 18**Records with Missing/Incomplete Components: 11**

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 9

Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 10

Not Met

Date of Hire: 08/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 11

Met

Date of Hire: 08/01/2018

Staff # 12

Not Met

Date of Hire: 07/25/2016

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 13

Not Met

Date of Hire: 08/03/2016

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 14

Met

Date of Hire: 08/01/2018

Staff # 15

Met

Date of Hire: 08/01/2018

Staff # 16

Not Met

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 17

Met

Date of Hire: 08/01/2018

Staff # 18

Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff Credentials Reviewed: 18

Comment

Consultant observed 16 of 18 center staff to have valid Satisfactory Comprehensive Criminal Records Check Determination letters issued by the Department on file this date.

Finding

591-1-1-.09(1)(d) requires the Center to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required. It was determined on Consultant observation that two center staff were present in the facility with children without being supervised by a center staff with Satisfactory Comprehensive Criminal Records Check Determination letter issued by the Department on this date.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will [] to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint 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 [] to ensure CRC rules are maintained.

Correction Deadline: 3/7/2019

591-1-1-.14 First Aid & CPR**Not Met****Finding**

591-1-1-.14(1) requires the Center Director and, at any given time, at least fifty percent (50%) of the care giver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Center shall maintain current evidence of the successful completion of such training which shall be available to the Department for inspection. It was determined based on review of records that eight (8) of 18 center staff did not have current evidence of completing a first aid CPR training as required by the Department.

POI (Plan of Improvement)

The Center Director and at least 50% of the caregiver Staff will complete the needed training. The Director will send written verification to the consultant upon completion and will develop a plan to ensure that at least 50% of the caregiver Staff have completed this training at any given time and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 4/8/2019

591-1-1-.33 Staff Training**Not Met****Finding**

591-1-1-.33(6) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers to attend ten (10) clock hours of training which is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on review of records that six (6) of 18 center staff did not have valid evidence of completing the 10- hours of annual training for 2018 as required by the Department.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 4/8/2019

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

Met

Correction Deadline: 6/7/2019

Corrected on 3/7/2019

.31(2)(c) - Consultant observed evidence of one staff obtaining a Bachelor's degree

Staffing and Supervision

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

Met

Comment

Center observed to maintain appropriate staff:child ratios.

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

Met

Comment

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