



**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:** 9/16/2019 **VisitType:** Monitoring Visit **Arrival:** 11:15 AM **Departure:** 2:15 PM

**CCLC-46998**

**Bright Beginnings of Jefferson**

1988 Washington Street Jefferson, GA 30549 Jackson County  
 (706) 367-5437 healy.brightbeginnings@gmail.com

**Regional Consultant**

Quintayna Collins

Phone: (770) 359-4401

Fax:

Jennifer.Taylor@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.
09/16/2019	Monitoring Visit	Good Standing	
02/28/2019	Complaint Closure	Good Standing	
02/28/2019	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	Room A - 1L - Infant 1	One Year Olds	1	7	C	8	C	NA	NA	Lunch
Main	Room B - 2L - Toddler 1	One Year Olds	2	8	C	10	C	NA	NA	Nap
Main	Room C - 3L - Two-Year-Olds	One Year Olds and Two Year Olds	1	8	C	10	C	NA	NA	Nap
Main	Room D - 4L - Two-Year-Old	Two Year Olds	2	15	C	15	C	NA	NA	Nap
Main	Room E - 5L - GA-Pre-K	PreK	2	21	C	20	NC	NA	NA	Outside
Main	Room F - 6L - GA Pre-K	PreK	2	21	C	23	C	NA	NA	Centers
Main	Room G - 1R - Toddler 1	Infants	1	5	C	9	C	NA	NA	Floor Play
Main	Room H - 2R - Toddler 2	Infants	2	8	C	9	C	NA	NA	Feeding,Floor Play,Nap
Main	Room I - 3R - Infant 2	One Year Olds	1	5	C	9	C	NA	NA	Lunch
Main	Room J - 4R - Early Preschool 3	Two Year Olds	2	14	C	16	C	NA	NA	Nap
Main	Room K - 5R - Preschool 3	Three Year Olds	1	14	C	15	C	NA	NA	Nap
Main	Room L - 6R - Preschool 4	Three Year Olds and Four Year Olds	2	17	C	20	C	NA	NA	Story
Main	Room M - 7R - GA Pre-K	PreK	2	18	C	20	C	NA	NA	Lunch

Total Capacity @35 sq. ft.: 184

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 161 Total Capacity @35 sq. ft.: 184

Total Capacity @25 sq.  
ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG - A - 1L	5	C
Main	PG B - 2L	18	C
Main	PG C - Center - Rear	30	C
Main	PG D - 2R	14	C
Main	PG E - 1L	11	C

#### Comments

The purpose of this visit was to conduct a monitoring visit and to follow-up on previous visit conducted on February 28, 2019.

Plan of Improvement: Developed This Date 09/16/2019

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.decal.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.

#### 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@decal.ga.gov](mailto:CCSRefutations@decal.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://decal.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.

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.decal.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@decal.ga.gov](mailto:qualityrated@decal.ga.gov)

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Paula Healy, Program Official

Date

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Quintayna Collins, Consultant

Date



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### Findings Report

**Date:** 9/16/2019 **VisitType:** Monitoring Visit

**Arrival:** 11:15 AM

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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**

A variety of equipment and toys were observed throughout the center.

**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)**

**Technical Assistance**

**Comment**

Center appears clean and well maintained.

**Technical Assistance**

591-1-1-.25(13) - Consultant discussed with provider to ensure hazardous supplies are stored properly.

**Correction Deadline: 9/16/2019**

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

**Met**

**Comment**

Playground observed to be clean and in good repair.

#### Health and Hygiene

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

Staff state proper knowledge of diapering procedures.

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

Proper hand washing observed throughout the center.

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

The Provider currently does not dispense/administer medication.

<b>Safety</b>
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591-1-1-.05 Animals	Met
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**Correction Deadline: 2/28/2019**

**Corrected on 9/16/2019**

**.05(2) - The previous citation was observed to be corrected on this date. Consultant observed there to be no dog on the premises and no animals unconfined on this date.**

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

Staff were observed to maintain a positive learning environment on this date.

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

Center does not provide routine transportation.

<b>Sleeping &amp; Resting Equipment</b>
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591-1-1-.30 Safe Sleeping and Resting Requirements(CR)	Met
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**Comment**

Pleasant naptime environment observed.

<b>Staff Records</b>
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**Records Reviewed: 18**

**Records with Missing/Incomplete Components: 1**

Staff # 1	Met
Date of Hire: 05/01/2017	

Staff # 2	Met
Date of Hire: 05/01/2017	

Staff # 3	Met
Date of Hire: 05/01/2017	

Staff # 4	Met
Date of Hire: 09/04/2019	

**Records Reviewed: 18****Records with Missing/Incomplete Components: 1**

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Staff # 5 Date of Hire: 05/01/2017	Met
Staff # 6 Date of Hire: 02/16/2018	Met
Staff # 7 Date of Hire: 01/02/2019	Not Met
<u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing	
Staff # 8 Date of Hire: 07/22/2019	Met
Staff # 9 Date of Hire: 05/01/2017	Met
Staff # 10 Date of Hire: 05/01/2017	Met
Staff # 11 Date of Hire: 07/01/2015	Met
Staff # 12 Date of Hire: 08/28/2017	Met
Staff # 13 Date of Hire: 07/16/2018	Met
Staff # 14 Date of Hire: 05/01/2017	Met
Staff # 15 Date of Hire: 01/26/2018	Met
Staff # 16 Date of Hire: 09/28/2017	Met
Staff # 17 Date of Hire: 08/26/2019	Met
Staff # 18 Date of Hire: 04/15/2019	Met

**Staff Credentials Reviewed: 12**

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**Comment**

Criminal record checks were observed to be complete.

**Comment**

Director provided ten files for employees hired since last visit.

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**591-1-1-.31 Staff(CR)****Not Met****Finding**

591-1-1-.31(2)(b)3.(i) requires that newly hired teachers who do not possess the educational and qualifying child care experience requirements must enroll in a program of study to obtain one of the educational credentials and qualifying experience requirements as required by these rules within six months after employment at the Center and complete the credential or degree within 18 months after enrollment. It was determined based on review of records one lead teacher hired on January 2, 2019 did not possess the education requirements and had not enrolled in a program of study within six months of their hire date.

**POI (Plan of Improvement)**

The Center will ensure that all teachers will comply with the educational and qualifying child care experience requirements.

**Correction Deadline: 9/16/2019****Finding**

591-1-1-.31(2)(b)3.(ii)(I)-(VIII) requires the Center develop a written plan for newly hired teacher's who do not possess the educational credential or degree listed in 591-1-1-.31(2)(b)2.(i) through (xii). It was determined based on review of records that three newly hired lead teachers did not possess the educational credential or degree as required to serve as a lead teacher. The center did not have evidence of a written professional development plan on file.

**POI (Plan of Improvement)**

The Center will develop a written plan for newly hired teacher's and ensure that the teacher's follow the plan.

**Correction Deadline: 9/16/2019**

<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.