



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: 6/25/2019 **VisitType:** Licensing Study **Arrival:** 12:40 PM **Departure:** 4:40 PM

CCLC-47673

First Baptist Day School

751 Green Street, NW Gainesville, GA 30501 Hall County
 (770) 535-2329 lisajohnson727@gmail.com

Regional Consultant

Malissa Champion

Phone: (770) 357-4925

Fax: (770) 357-4924

malissa.champion@decal.ga.gov

Mailing Address

Same

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.
06/25/2019	Licensing Study	Good Standing	
12/05/2018	Monitoring Visit	Good Standing	
09/14/2018	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	Room 126	One Year Olds and Two Year Olds	3	9	C	17	C	NA	NA	Snack
Main	Room 128	Two Year Olds	3	8	C	17	C	NA	NA	Nap
Main	Room 129	Two Year Olds and Three Year Olds	3	9	C	16	C	NA	NA	Nap
Main	Room 131	Infants and One Year Olds	2	4	C	20	C	NA	NA	Floor Play
Main	Room 138	Three Year Olds	4	7	C	20	C	NA	NA	Nap
Main	Room 143	One Year Olds	4	8	C	19	C	NA	NA	Nap
Main	Room 145	Infants	3	4	C	16	C	NA	NA	Floor Play,Nap
Total Capacity @35 sq. ft.: 125			Total Capacity @25 sq. ft.: 0							
Upstairs	Room 107	Three Year Olds and Four Year Olds	3	9	C	14	C	NA	NA	Outside
Upstairs	Room 101	Four Year Olds and Five Year Olds	4	6	C	15	C	NA	NA	Centers
Upstairs	Room 103		0	0	C	14	C	NA	NA	
Upstairs	Room 104	Three Year Olds and Four Year Olds	3	11	C	14	C	NA	NA	Outside
Upstairs	Room 105		0	0	C	14	C	NA	NA	
Upstairs	Room 106		0	0	C	13	C	NA	NA	
Upstairs	Room 109		0	0	C	16	C	NA	NA	
Total Capacity @35 sq. ft.: 100			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 75			Total Capacity @35 sq. ft.: 225			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground B	116	C
Upstairs	Playground A	43	C

Comments

The purpose of this visit was to conduct a licensing study and to follow up on the previous visit conducted on December 5, 2018.

Plan of Improvement: Developed This Date 06/25/2019

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.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

Lisa Johnson, Program Official

Date

Malissa Champion, Consultant

Date



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Findings Report

Date: 6/25/2019 **VisitType:** Licensing Study

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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

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.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

591-1-1-.08 Children's Records

Met

Comment

Records were observed to be complete and well organized.

Facility

591-1-1-.06 Bathrooms	Met
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Comment

Bathrooms observed to be clean and well maintained.

591-1-1-.19 License Capacity(CR)	Met
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Comment

Licensed capacity observed to be routinely met by center.

591-1-1-.25 Physical Plant - Safe Environment(CR)	Met
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Comment

Center appears clean and well maintained.

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

591-1-1-.26 - Discussed maintenance of resilient surface. Please fluff and redistribute.

Comment

Playground observed to be clean and in good repair.

	Food Service
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591-1-1-.15 Food Service & Nutrition	Met
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Comment

Center menu meets USDA guidelines.

591-1-1-.18 Kitchen Operations	Met
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Comment

Kitchen appears clean and well organized.

	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.

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

Staff stated proper hand washing procedures.

591-1-1-.20 Medications(CR)	Technical Assistance
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Technical Assistance

591-1-1-.20 - Discussed proper medication documentation and procedures.

	Policies and Procedures
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591-1-1-.21 Operational Policies & Procedures	Not Met
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Finding

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of records that the center did not have evidence of completing a fire drill for April 2019.

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

591-1-1-.27 Posted Notices **Met**

Comment

Observed all required posted notices.

591-1-1-.29 Required Reporting **Met**

Comment

Thank you for reporting as required.

Safety

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

Comment

Center does not keep animals on premises.

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) **Met**

Comment

Center does not participate in field trips at this time.

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

Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Comment

Discussed SIDS and infant sleeping position.

Comment

Pleasant naptime environment observed.

Staff Records

Records Reviewed: 59

Records with Missing/Incomplete Components: 6

Staff # 1 **Met**

Date of Hire: 06/10/2019

Staff # 2 **Met**

Date of Hire: 10/25/2018

Staff # 3 **Met**

Date of Hire: 08/06/2018

Staff # 4 **Not Met**

Date of Hire: 11/02/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 5 Met
Date of Hire: 07/30/2015

Staff # 6 Met
Date of Hire: 04/17/2018

Staff # 7 Met
Date of Hire: 08/10/2017

Staff # 8 Not Met
Date of Hire: 02/04/2019

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 9 Met
Date of Hire: 07/29/2019

Staff # 10 Met
Date of Hire: 02/19/2018

Staff # 11 Met
Date of Hire: 08/10/2017

Staff # 12 Met
Date of Hire: 11/15/2017

Staff # 13 Met
Date of Hire: 08/10/2017

Staff # 14 Met
Date of Hire: 08/10/2017

Staff # 15 Met
Date of Hire: 08/10/2017

Staff # 16 Met
Date of Hire: 03/14/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 17 Met
Date of Hire: 08/10/2017

Staff # 18 Met

Date of Hire: 08/10/2017

Staff # 19 Met

Date of Hire: 02/20/2018

Staff # 20 Met

Date of Hire: 08/10/2017

Staff # 21 Met

Date of Hire: 08/10/2017

Staff # 22 Met

Date of Hire: 08/10/2017

Staff # 23 Met

Date of Hire: 06/10/2019

Staff # 24 Met

Date of Hire: 08/10/2017

Staff # 25 Met

Date of Hire: 08/10/2017

Staff # 26 Met

Date of Hire: 08/10/2017

Staff # 27 Met

Date of Hire: 08/10/2017

Staff # 28 Met

Date of Hire: 08/10/2017

Staff # 29 Met

Date of Hire: 08/10/2017

Staff # 30 Met

Date of Hire: 08/10/2017

Staff # 31 Met

Date of Hire: 08/10/2017

Staff # 32 Met

Date of Hire: 08/10/2017

Staff # 33 Met

Date of Hire: 08/10/2017

Staff # 34	Not Met
Date of Hire: 03/13/2019	
<u>"Missing/Incomplete Components"</u>	
.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate	
Staff # 35	Met
Date of Hire: 08/10/2017	
Staff # 36	Met
Date of Hire: 08/10/2017	
Staff # 37	Met
Date of Hire: 08/10/2017	
Staff # 38	Met
Date of Hire: 06/10/2019	
Staff # 39	Not Met
Date of Hire: 01/18/2019	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 40	Met
Date of Hire: 04/08/2019	
Staff # 41	Met
Date of Hire: 06/11/2018	
Staff # 42	Not Met
Date of Hire: 02/08/2019	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 43	Not Met
Date of Hire: 02/06/2019	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 44	Met
Date of Hire: 10/12/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 45	Met
Date of Hire: 08/06/2018	

Staff # 46	Met
Date of Hire: 08/10/2017	
Staff # 47	Met
Date of Hire: 08/06/2018	
Staff # 48	Met
Date of Hire: 09/11/2018	
Staff # 49	Met
Date of Hire: 05/06/2019	
Staff # 50	Met
Date of Hire: 08/10/2017	
Staff # 51	Met
Date of Hire: 08/31/2017	
Staff # 52	Met
Date of Hire: 05/07/2018	
Staff # 53	Met
Date of Hire: 08/10/2017	
Staff # 54	Met
Date of Hire: 08/10/2017	
Staff # 55	Met
Date of Hire: 08/10/2017	
Staff # 56	Met
Date of Hire: 02/19/2018	
Staff # 57	Met
Date of Hire: 08/10/2017	
Staff # 58	Met
Date of Hire: 08/10/2017	
Staff # 59	Met
Date of Hire: 08/28/2017	

Staff Credentials Reviewed: 59

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

Criminal record checks were observed to be complete.

Comment

Director provided 22 files for employees hired since last visit.

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

Complete first aid kits observed in center.

Finding

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that six (6) of 59 staff members did not have evidence of completing first aid and CPR training within 90 days of their hire date.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 7/25/2019

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

591-1-1-.33(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on a review of records that six staff members did not have evidence of completing health and safety training within the first 90 days of employment.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

Correction Deadline: 7/25/2019

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

Staff observed to be compliant with applicable laws and regulations.

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.