



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: 10/16/2019 **VisitType:** Initial Licensing Study **Arrival:** 9:45 AM **Departure:** 4:30 PM

CCLC-51791

Stewart Street Academy

204 Stewart Street Carrollton, GA 30117 Carroll County
 (770) 834-0310 gk.whitfield3@gmail.com

Mailing Address
 Same

Regional Consultant

Jessica Bailey

Phone: (678) 891-4934

Fax: (770) 357-3233

jessica.bailey@dec.al.ga.gov

Joint with: Chrissy Powell

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.
10/16/2019	Initial Licensing Study	Good Standing	
			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- 1R	Infants	2	8	C	13	C	NA	NA	Nap
Main	B- 2R	Infants	2	7	C	14	C	NA	NA	Floor Play,Lunch
Main	C- 2L	One Year Olds	2	11	C	14	C	NA	NA	Circle Time
Main	D- 3R	Two Year Olds	2	12	C	16	C	NA	NA	Circle Time
Main	E- 4R		0	0	C	17	C	NA	NA	
Main	F- 1L	Two Year Olds and Three Year Olds and Four Year Olds	2	16	C	32	C	NA	NA	Centers
Main	G		0	0	C	0	C	NA	NA	
			Total Capacity @35 sq. ft.: 106			Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 54			Total Capacity @35 sq. ft.: 106			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	81	C
Main	B	68	C
Main	C	16	C
Main	Water Park	23	C

Comments

A permanent license was issued on October 6, 2020, due to a licensing study that was completed by the region on August 24, 2020. Additionally, due to Covid-19 restrictions, the facility is still waiting on the final fire certificate of occupancy as of 10/6/20.

A temporary license was issued on this date. A plan of improvement letter was left with the center director and a follow-up visit was scheduled.

This center does not carry liability insurance.

Plan of Improvement: Developed This Date 10/15/2019

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

Gina Whitfield, Program Official

Date

Jessica Bailey, Consultant

Date

Chrissy Powell, Consultant

Date



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

Findings Report

Date: 10/16/2019 **VisitType:** Initial Licensing Study

Arrival: 9:45 AM

Departure: 4:30 PM

CCLC-51791

Stewart Street Academy

204 Stewart Street Carrollton, GA 30117 Carroll County
(770) 834-0310 gk.whitfield3@gmail.com

Mailing Address
Same

Regional Consultant

Jessica Bailey

Phone: (678) 891-4934

Fax: (770) 357-3233

jessica.bailey@dec.al.ga.gov

Joint with: Chrissy Powell

The following information is associated with a Initial Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Technical Assistance

591-1-1-.03(1) - Please ensure that staff members are engaging children in activities as well as structured or unstructured play while waiting to transition to lunch and nap time.

Correction Deadline: 10/15/2019

Finding

591-1-1-.03(7) requires the center to provide outdoor activities daily, weather permitting. It was determined based on staff statements that children under the age of twelve months do not participate in daily outdoor activities.

POI (Plan of Improvement)

The Center will follow a schedule that allows for all children to have the required amount of daily outside play time. If parents do not want their children participating in daily outdoor activities, the center will obtain a written doctor's note stating that the child can not participate in outdoor activities.

Correction Deadline: 11/8/2019

591-1-1-.12 Equipment & Toys(CR)

Not Met

Comment

Discussed rotating toys to support the procedures of daily disinfecting.

Finding

591-1-1-.12(4) requires that equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over. It was determined based on consultant observation that the following hazards were found to be accessible to children:

Classroom D: The television hanging on the wall was not secured to the wall. Additionally, there were cords hanging from the television that were accessible to children.

Classroom F: The wooden play kitchen and small cabinets located in the dramatic play area were not stable and could easily be pushed over.

Classroom G: The large television was not secure or bolted to the cabinet where it was sitting.

Classroom C: All of the chairs belonging around the small table in classroom C were stacked on top of one another in the corner of the classroom.

POI (Plan of Improvement)

The center will secure both televisions to the wall and or cabinets so that they are secure and cannot be pulled down. The center will ensure that all cords and cables are inaccessible to children. The center will arrange and secure furniture so that it can not be pulled over by a child. The center will ensure that teachers do not stack chairs on top of one another where they are accessible to children.

Correction Deadline: 11/8/2019

Finding

591-1-1-.12(5) requires Center Staff to provide table space for each child who is able to sit at a table unassisted and an appropriately sized chair or bench for each child who is not an infant and who is able to use a chair or bench. It was determined based on consultant observation that the chairs in Classroom F were adult sized and inappropriate for the age of the children in the classroom.

POI (Plan of Improvement)

The Center will provide child sized chairs and furniture that is appropriate for the age and size of the children in the classroom.

Correction Deadline: 11/8/2019

Finding

591-1-1-.12(8) requires toys for children under three years of age to be age-appropriate; non- toxic and lead-free; too large to be swallowed by a child and not capable of causing asphyxiation or strangulation; free of sharp pieces, edges or points; free of small parts which may be pried off by a child, free of rust; and easily cleaned with a disinfectant daily. It was determined based on consultant's observation that the toys in Classroom A and Classroom B are not disinfected properly after children had been playing with toys and placing them in their mouths.

POI (Plan of Improvement)

Center will train Staff to clean toys with a disinfectant daily.

Correction Deadline: 11/8/2019

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

Center does not provide swimming activities.

Facility

591-1-1-.06 Bathrooms**Not Met****Comment**

Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

Finding

591-1-1-.06(4) requires a Center first licensed after March 1, 1991, and Centers that remodel or add to existing plumbing facilities, to have the bathroom area fully enclosed and ventilated to the outside of the building with either an open screened window or functioning exhaust fan and duct system and requires Centers without fully enclosed bathrooms to ensure there is adequate ventilation to control odors and adequate sanitation measures to prevent the spread of contagious diseases. It was determined based on consultant's observation that the exhaust fans located in the bathrooms throughout the center contained dirt and dust buildup and were not working properly.

POI (Plan of Improvement)

The Center will ensure that the exhaust fans in all bathrooms are cleaned regularly and remain operational.

Correction Deadline: 11/14/2019

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(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on consultant's observation that the following hazardous items were found to be accessible to children:

Classroom A:

- A broom was located by the changing table posing a tripping hazard

Classroom B:

- A broom was located in the feeding area of the classroom posing a tripping hazard

Classroom D:

- An unlocked drawer under the changing table contained two pairs of adult scissors, a lighter, and a hammer

Classroom F:

-Antibacterial hand soap located in the bathroom of Classroom F stated "keep out of reach of children" on the label

POI (Plan of Improvement)

The Center will store brooms and other cleaning materials in an area that is inaccessible to children. The center will use child locks on drawers that contain items that are hazardous and accessible to children. The center will replace antibacterial hand soap with a hand soap that is suitable to for children. The center will ensure brooms are out of reach of children.

Correction Deadline: 11/8/2019

Finding

591-1-1-.25(17) requires that the Center premises be free of plants and shrubs which are poisonous or hazardous. It was determined based on consultant's observation that tree limbs located along the fence line of Playground B and Playground A were found to be hanging over the fence and accessible to children. Additionally, the consultant observed small mushrooms on Playground C.

POI (Plan of Improvement)

The center will cut back tree limbs on the playgrounds. The center will remove mushrooms from the playground.

Correction Deadline: 10/15/2019

Technical Assistance

591-1-1-.25(8) - Please ensure that all electrical outlets are covered and inaccessible when not in use.

Correction Deadline: 10/15/2019

Technical Assistance

591-1-1-.25(10) - As of October 6, 2020, a fire certificate of occupancy had not been granted due to restrictions of Covid-19. The facility will send the certificate of occupancy to the consultant as soon as it is received.

Correction Deadline: 10/16/2019

591-1-1-.26 Playgrounds(CR)**Not Met****Finding**

591-1-1-.26(3) requires that the playground be adjacent to the Center or in an area which can be reached by a safe route or method approved by the Department. Except in School-age Centers, the playground shall have shaded areas. It was determined based on consultant's observation that the wooden stairs leading to Playground B from Classroom C contained protruding nails and splintered wood and chipping paint.

POI (Plan of Improvement)

The Center will remove the nails on the stairs and deck and sand or remove broken or splintered wood so that it is inaccessible to children.

Correction Deadline: 11/8/2019

Finding

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on consultant's observation that the fence surrounding the HVAC unit on the Water Park Playground was three feet three inches in height when the requirement is four feet. Additionally, the fence gates located on Playground A and Playground B were observed to have sharp fence material poking out on the bottom. Further the bolts located on the fence gates for Playground B and Playground A were protruding more than two threads in length.

POI (Plan of Improvement)

The Center will install a fence that measures at least four feet in height around the HVAC unit. The center will remove sharp material from the fence and fence gates. The center will cut bolts down to no more than two threads in length and either sand them or cap them so that sharp edges are not exposed.

Correction Deadline: 11/8/2019

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on consultant's observation that no resilient surfacing was present under the Little Tykes climber on Playground B that measured five feet in height when resilient surfacing is required in a five foot radius fall zone. Additionally, there was no resilient surfacing present under the blue and red climber on Playground C that measured six feet in height when resilient surfacing is required in a five foot radius fall zone. Further, the consultant did not observe the appropriate fall zone for the swings on Playground B and Playground C. The swing fall zones on Playground B and C measured at seven feet four inches when the required fall zones should be nine feet eight inches.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

Correction Deadline: 11/8/2019

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on consultant's observation that the following hazards were found to be accessible to children on the playground:

Playground A:

- Exposed concrete footing around the base of the back fence gate
- Plastic adult chairs were stacked on top of each other and unstable
- Riding toys had dirt buildup and spider webs located in the seats
- Spider webs were located throughout the tree house play structure
- The sidewalk was raised two inches above the ground, creating a tripping hazard

Playground B:

- The sidewalk was raised two inches above the ground, creating a tripping hazard

Playground C:

- The lattice located under the deck contained exposed staples that were accessible to children
- A black tarp located under the sea animal play structure was exposed and created a tripping hazard
- Uneven ground located on a small hill was observed to be rocky and created a tripping hazard
- Spider webs were found on the playground in the left corner of the vinyl fence

POI (Plan of Improvement)

The center will add dirt or mulch around sidewalks to create an even play surface. The center will remove nails or staples from any exposed areas of the playground. The center will ensure that the entirety of the playground is smooth by adding dirt or mulch to remove any tripping hazards. The center will clean toys and materials regularly and check for spider webs. The center will not stack chairs where they are accessible to children.

Correction Deadline: 11/8/2019

Food Service**591-1-1-.15 Food Service & Nutrition****Not Met****Technical Assistance**

591-1-1-.15(1) - Discussed appropriate meal components with center director.

Correction Deadline: 10/15/2019

Finding

591-1-1-.15(3) requires baby bottles and formula to be labeled with the individual child's name; supplied by the Parent daily in bottles; and refrigerated at a temperature of forty (40) degrees Fahrenheit or less. Only the current day's formula or breast milk shall be served. If formula must be provided by the Center, only commercially prepared, ready-to-feed formula shall be used. Refrigerated or frozen breast milk shall only be heated or thawed under warm running water or in a container of warm water. It was determined based on consultant observation that staff members in classroom A were mixing powdered formula with bottles of water to make infant bottles.

POI (Plan of Improvement)

The Center will train Staff to follow the required procedures of feeding ready-to-serve bottles and ensure that parents are fully informed of policies and procedures.

Correction Deadline: 11/8/2019

Technical Assistance

591-1-1-.15(5) - Please ensure that kitchen menus have the dates labeled for the current week.

Correction Deadline: 10/15/2019

Finding

591-1-1-.15(9) requires any portions of food or drink which are served to children or placed on the table for service and are not consumed at that meal or snack by the children to whom the portions are served to be thrown away. Any formula or breast milk remaining one hour from the beginning of the feeding shall be discarded or returned to the Parent(s). It was determined based on statements from staff in classroom D that milk served in sippy cups with lunch is returned to the kitchen and stored in the refrigerator and reused for snack time.

POI (Plan of Improvement)

The Center will train Staff to discard milk after it has been consumed.

Correction Deadline: 10/15/2019

591-1-1-.18 Kitchen Operations**Not Met****Technical Assistance**

591-1-1-.18(10) - Please ensure that trash cans located in the kitchen have a tight fitting lid and plastic liner.

Correction Deadline: 10/15/2019

Finding

591-1-1-.18(5) requires the refrigeration of all perishable and potentially hazardous foods at 40 degrees Fahrenheit or below and served promptly after cooking. Freezer temperature shall be maintained at zero (0) degrees Fahrenheit or below. It was determined based on consultant's observation that the refrigerator in the kitchen was at a temperature of 50 degrees Fahrenheit when the requirement is 40 degrees or below.

POI (Plan of Improvement)

The Center will ensure that food is being stored at the required temperatures.

Correction Deadline: 10/15/2019

Health and Hygiene

591-1-1-.10 Diapering Areas & Practices(CR)**Not Met****Finding**

591-1-1-.10(1) requires Centers first licensed after March 1, 1991, and Centers that are renovated after March 1, 1991, to provide ventilation in the diapering areas with functioning exhaust fans and a duct system or by the required amount of window space provided by operable windows when open. It was determined based on consultant's observation that the exhaust fans located over the changing tables in classroom A, classroom B, and classroom D contained dirt and dust buildup and were not functioning properly.

POI (Plan of Improvement)

The center will ensure that exhaust fans are cleaned and working properly throughout the center.

Correction Deadline: 11/8/2019

Finding

591-1-1-.10(4) requires that if diapers are changed on a diaper changing surface, the surface shall be smooth, nonporous, and equipped with a guard or rails to prevent falls. Between each diaper change, the diaper changing surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined based on consultant's observation that the changing pad located in classroom D contained a tear, making it nonporous.

POI (Plan of Improvement)

The Center will repair or replace the changing pad.

Correction Deadline: 11/8/2019

Finding

591-1-1-.10(9) requires Center Staff to not use the area used for diapering for food preparation and to keep the diapering area clear of formulas, food, food utensils and food preparation items. It was determined based on consultant's observation that staff in classroom D use the hand washing sink located adjacent to the changing table to wash out cups after food service. Additionally, staff stated that the same wash cloth was used to wash cups multiple times as long as it had a clean smell.

POI (Plan of Improvement)

Center staff will be trained to not use diapering areas for food preparation.

Correction Deadline: 11/8/2019

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

Staff were observed to remind children to wash hands.

591-1-1-.20 Medications(CR)**Not Met****Finding**

591-1-1-.20(1) requires Personnel to obtain specific written authorization from the child's physician or parent in order to dispense prescription or non-prescription medications, except for first aid. Such authorization will include when applicable, date; full name of the child; name of the medication; prescription number, if any; dosage; the dates to be given; the time of day to be dispensed; and signature of parent. It was determined based on consultant's observation that the center did not have required parental authorization forms to apply diaper cream, sunscreen, bug spray, etc.

POI (Plan of Improvement)

The Center will obtain parental authorization forms from all parents upon enrollment.

Correction Deadline: 11/8/2019**Finding**

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on consultant's observation that the following medications were found to be accessible to children

:

Classroom A:

- Nine tubes of diaper cream in an unlocked drawer under the changing table
- A bottle of children's Tylenol in an unlocked drawer under the changing table
- One tube of teething medication in an unlocked drawer under the changing table

Classroom B:

- Saline drops in the cubby area
- A homemade diaper cream that did not have labeled ingredients in the cubby area
- Three tubes of diaper cream in the cubby area

Classroom C:

- Vaseline and Goldbond cream were found in the cubby area

Classroom D:

- A bottle of children's Tylenol was located in a child's backpack in the cubby area

POI (Plan of Improvement)

The Center will train Staff on the safe and proper storage of medication and monitor to ensure that the rule is met. The center will store medication so that it is inaccessible to children at all times.

Correction Deadline: 11/8/2019

Safety

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

Age-appropriate discussion and/or redirection observed.

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.

591-1-1-.30 Safe Sleeping and Resting Requirements(CR)**Not Met****Finding**

591-1-1-.30(1)(a) requires a crib that is safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) safety standards be provided for each infant. It was determined based on consultant's observation that two of seven cribs located in Classroom B were not in compliance with current CPSC and ASTM safety standards in that it was produced in January of 2011, and contained a drop side. Additionally, in Classroom A the consultant observed six cribs when eight children were present.

POI (Plan of Improvement)

The Center will replace cribs so that they meet current safety standards. The center will add additional cribs to meet the capacity of the room.

Correction Deadline: 10/25/2019**Finding**

591-1-1-.30(1)(a)2 requires that a crib mattress is firm, tight-fitting without gaps, at least 2 inches thick and covered with a waterproof, washable material. Before a change of occupant, each mattress shall be cleaned with a disinfectant. It was determined based on consultant observation that one mattress in Classroom B was ripped on the bottom.

POI (Plan of Improvement)

The center will replace the torn mattress.

Correction Deadline: 11/8/2019**Finding**

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on consultant's observation that two of six crib sheets in Classroom A were too small, causing gaps between the mattress and the sides of the crib.

POI (Plan of Improvement)

The center will replace crib sheets with sheets that fit properly on the crib mattresses.

Correction Deadline: 11/8/2019**Finding**

591-1-1-.30(1)(b)1 requires that cots and mats are of sound construction and of sufficient size to accommodate comfortably the size and weight of the child; and that mats are in good repair, washable, covered with a waterproof material and at least two inches (2") thick. It was determined based on consultant observation that the mats for Classroom F contained rips and tears, making them porous and not in good repair.

POI (Plan of Improvement)

The Center will ensure that cots and mats are of sound construction and replace or repair torn mats.

Correction Deadline: 11/8/2019**Finding**

591-1-1-.30(2)(c) requires that infants shall not sleep in equipment other than safety-approved cribs, such as, but not limited to, a car safety seat, bouncy seat, highchair, or swing. Infants who arrive at the Center asleep or fall asleep in such equipment, on the floor or elsewhere, shall be transferred to a safety-approved crib. It was determined based on consultant's observation that two infants in Classroom A were observed sleeping in infant swings when the consultant arrived in the room. The consultant asked staff to move the sleeping infants from the swings to cribs, however, there were eight infants present and only six cribs were in the room.

POI (Plan of Improvement)

The Center will only place infants in safe cribs to sleep and will transfer them to a safe crib when the infants are asleep in other equipment.

Correction Deadline: 11/8/2019

Records Reviewed: 5**Records with Missing/Incomplete Components: 0**

Staff # 1	Met
Date of Hire: 01/10/2017	
Staff # 2	Met
Date of Hire: 10/10/2019	
Staff # 3	Met
Date of Hire: 06/20/2016	
Staff # 4	Met
Date of Hire: 06/18/2019	
Staff # 5	Met
Date of Hire: 09/30/2015	

Staff Credentials Reviewed: 4**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)** **Met****Comment**

Criminal record checks were observed to be complete. The consultant observed satisfactory comprehensive record check determinations for 16 of 16 employees on this date.

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**

Discussed proper supervision: and responding promptly to children's individual needs.

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

A supervision plan was created on this date due to the position of the changing tables in Classroom B, Classroom C, and Classroom D. An additional staff member will be present during diaper changes due to the changing tables facing the wall.