



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

Cover Sheet

Date: 3/15/2022 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 10:30 AM **Departure:** 12:30 PM

CCLC-16953

Reflections Learning Academy

4330 Ridge Road Douglasville, GA 30134 Paulding County
 (770) 942-8736 rladirector4330@gmail.com

Regional Consultant

Rachael Brown
 Phone: (770) 342-7795
 Fax: (678) 891-5887
 rachael.brown@dec.al.gov

Mailing Address

3510 West Stewarts Mill Rd.
 Douglasville, GA 30135

Quality Rated: ★

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.
03/15/2022	Complaint Investigation & Licensing Study	Good Standing	
10/26/2021	Incident Investigation by Phone	Good Standing	
10/05/2021	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
K-Bldg.2	Clubhouse		0	0	C	27	C	37	C	Not In Use
Total Capacity @35 sq. ft.: 27					Total Capacity @25 sq. ft.: 226					
Main	J- Toucans	Four Year Olds and Five Year Olds	1	16	C	22	C	31	C	Outside
Main	A- Bumblebees	Infants	2	6	C	17	C	NA	NA	Floor Play
Main	B- Butterflies		0	0	C	18	C	NA	NA	Not In Use
Main	C- Grasshoppers		0	0	C	17	C	NA	NA	Not In Use
Main	D- Tigers	Two Year Olds and Three Year Olds	2	10	C	24	C	NA	NA	Free Play
Main	E- Frogs		0	0	C	22	C	NA	NA	Not In Use
Main	F- Polar Bears	GA PreK	2	16	C	21	C	30	C	Centers
Main	G- Chameleons	GA PreK	2	20	C	21	C	30	C	Outside
Main	H- Ladybugs	Two Year Olds and Three Year Olds	1	9	C	16	C	22	C	Free Play
Main	I- Caterpillars	Three Year Olds and Four Year Olds	1	15	C	21	C	29	C	Outside
Total Capacity @35 sq. ft.: 199					Total Capacity @25 sq. ft.: 226					
Total # Children this Date: 92			Total Capacity @35 sq. ft.: 226			Total Capacity @25 sq. ft.: 226				

Building	Playground	Playground Occupancy	Playground Compliance
Main	2 yrs. - 4 yrs.	32	C
Main	5 yrs. - 12yrs.	224	C
Main	Inf. - 2 yrs.	29	C
Main	Multipurpose Court	71	C

Comments

An onsite Complaint Investigation and Licensing Study walk through was conducted on this date.

Plan of Improvement: Developed This Date 03/15/2022

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



Important Quality Rated/CAPS Update:

As January 1, 2022, child care providers must be Quality Rated to receive Childcare and Parent Services (CAPS). Newly licensed, or new to CAPS providers may be eligible for the new CAPS/QR Provisional Status, allowing for scholarships while working toward a star rating.

Contact the Quality Rated help desk at 855-800-7747 or qualityrated@dec.state.ga.us for more information. Free technical assistance is available!

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), do the following:

- 1) Log into DECAL KOALA www.decalkoala.com with the userid for your program
- 2) On the home page scroll down to the Inspection Reports and select 'Refute Citation' for the visit report in dispute
- 3) Select the specific rule number(s) that you are refuting, add the reason for disagreement regarding the rule citation, and upload supporting documentation
- 4) Submit the refutation in DECAL KOALA to Child Care Services (CCS) within 10 business days of the completion date.

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 1/2 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)

Sam Seagraves, Program Official _____ Date

Rachael Brown, Consultant _____ Date



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Findings Report

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The following information is associated with a Licensing Study Visit:

Activities and Equipment

591-1-1-.03 Activities

Technical Assistance

Technical Assistance

591-1-1-.03(2) - Ensure written lesson plans are available in each classroom

Correction Deadline: 3/15/2022

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)

N/A

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**

Comment

Please monitor bathrooms for necessary supplies.

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

Comment

Licensed capacity observed to be met by center.

591-1-1-.25 Physical Plant - Safe Environment(CR) **Not Met**

Comment

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

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 observation that Children's over-the-counter cough medication and an empty prescription bottle for an enrolled child were in a diaper bag, accessible to children in classroom H-Ladybugs.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 3/15/2022

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

Comment

Discussed maintenance of resilient surface. Please fluff and redistribute.

Food Service

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

Comment

Center menu meets USDA guidelines.

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

Comment

Kitchen appears clean and well organized.

Health and Hygiene

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

Comment

Proper diapering procedures observed.

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.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures**Technical Assistance****Technical Assistance**

591-1-1-.21(1)(p) - Ensure center's emergency preparedness plan updated with current center information.

Correction Deadline: 3/20/2022**Comment**

Program observed complete emergency drills

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**N/A****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. Discussion and redirection stated to be used throughout the center.

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)**Met****Comment**

A current/completed inspection was observed for all vehicles used in transporting children this date.

Comment

Complete documentation of transportation observed.

Comment

The vehicle had an approved fire extinguisher and first aid kit on this date.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position. Infant safe sleep practices observed.

Staff Records

Staff # 1	Met
Date of Hire: 03/14/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 2	Met
Date of Hire: 09/16/2021	
Staff # 3	Met
Date of Hire: 06/01/2021	
Staff # 4	Met
Date of Hire: 03/01/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 5	Met
Date of Hire: 11/19/2020	
Staff # 6	Met
Date of Hire: 02/17/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 7	Met
Date of Hire: 10/05/2021	
Staff # 8	Met
Date of Hire: 03/09/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 9	Met
Date of Hire: 01/06/2022	
Staff # 10	Met
Date of Hire: 07/27/2021	
Staff # 11	Met
Staff # 12	Met
Date of Hire: 11/15/2021	
Staff # 13	Met
Date of Hire: 08/11/2021	
Staff # 14	Met
Date of Hire: 05/03/2021	
Staff # 15	Met

Records Reviewed: 27**Records with Missing/Incomplete Components: 0**

Date of Hire: 03/01/2022

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

Staff # 16

Met

Date of Hire: 07/14/2021

Staff # 17

Met

Date of Hire: 02/09/2022

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

Staff # 18

Met

Date of Hire: 02/08/2021

Staff # 19

Met

Date of Hire: 10/08/2012

Staff # 20

Met

Date of Hire: 02/22/2022

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

Staff # 21

Met

Date of Hire: 10/25/2021

Staff # 22

Met

Date of Hire: 09/08/2021

Staff # 23

Met

Date of Hire: 09/24/2021

Staff # 24

Met

Date of Hire: 09/27/2021

Staff # 25

Met

Date of Hire: 12/15/2021

Staff # 26

Met

Date of Hire: 02/21/2022

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

Staff # 27

Met

Date of Hire: 08/06/2021

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.

Comment

Director provided fifteen files for employees hired since last visit.

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

Met

Comment

Complete first aid kits observed in center and on vehicles.

Comment

Evidence observed of 50% of center staff certified in First Aid and CPR.

591-1-1-.33 Staff Training

Technical Assistance

Technical Assistance

591-1-1-.33(5) - Ensure all staff obtain ten (10) clock hours of annual training every calendar year, after the first year of hire. Consultant discussed that Health and Safety Orientation does not count towards annual training after the first year of hire.

Correction Deadline: 4/14/2022

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

Met

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

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

Adequate supervision observed on this date.