



**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:** 5/25/2022    **VisitType:** Complaint Investigation & Monitoring Visit    **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**

Brionne Higgins

Phone: (404) 232-1903

Fax: (770) 359-5819

brionne.higgins@dec.al.ga.gov

**Mailing Address**

3510 West Stewarts Mill Rd.  
 Douglasville, GA 30135

**Quality Rated:**

<u>Compliance Zone Designation</u>			<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.
05/25/2022	Complaint Investigation & Monitoring Visit	Good Standing	
05/12/2022	Incident Investigation & Follow Up	Good Standing	
04/26/2022	Complaint Investigation Follow Up	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	
Total Capacity @35 sq. ft.: 27					Total Capacity @25 sq. ft.: 226					
Main	J- Toucans	Four Year Olds	1	17	C	22	C	31	C	Centers
Main	A- Bumblebees		0	0	C	17	C	NA	NA	Not In Use
Main	B- Butterflies	Infants	1	4	C	18	C	NA	NA	Floor Play
Main	C- Grasshoppers	One Year Olds and Two Year Olds	2	18	C	17	NC	NA	NA	Centers
Main	D- Tigers	Two Year Olds and Three Year Olds	1	8	C	24	C	NA	NA	Free Play,Diapering
Main	E- Frogs	Four Year Olds	1	15	C	22	C	NA	NA	Circle Time
Main	F- Polar Bears	GA PreK	2	10	C	21	C	30	C	Centers
Main	G- Chameleons	GA PreK	1	11	C	21	C	30	C	Centers
Main	H- Ladybugs		0	0	C	16	C	22	C	Not In Use
Main	I- Caterpillars		0	0	C	21	C	29	C	Not In Use
Total Capacity @35 sq. ft.: 199					Total Capacity @25 sq. ft.: 226					
Total # Children this Date: 83			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**

The purpose of this visit was to conduct an complaint investigation and to follow up on a visit conducted on March 15, 2022. Administrative review was due on June 1, 2022.

Plan of Improvement: Developed This Date 05/25/2022

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.al.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



**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.al.ga.gov](mailto:qualityrated@dec.al.ga.gov) 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](http://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 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)

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Sam Seagraves, Program Official

Date

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Brionne Higgins, Consultant

Date



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**Findings Report**

**Date:** 5/25/2022 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 10:30 AM **Departure:** 12:30 PM

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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)**

**N/A**

**Comment**

Center does not provide swimming activities.

**Facility**

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

**Not Met**

**Finding**

591-1-1-.19(1) requires a Center to provide 35 square feet of usable space per child, which will determine the Center's License capacity. It was determined based on observation that the center failed maintain the assigned capacity of 17 children for room C. The consultant observed 18 children in classroom C with two staff members.

**POI (Plan of Improvement)**

The Center will limit the number of children in this space to the licensed capacity.

**Correction Deadline: 5/25/2022**

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

**Met**

**Comment**

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

**Correction Deadline: 3/15/2022**

**Corrected on 5/25/2022**

**.25(13) - Previous citation corrected on this date.**

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**591-1-1-.26 Playgrounds(CR)****Not Met****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 observation that the back middle playground was not kept clean and contained litter.

**POI (Plan of Improvement)**

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 5/25/2022**

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<b>Health and Hygiene</b>
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**591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff state proper knowledge of diapering procedures.

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

Please ensure lids remain on trash containing organic waste.

**Comment**

Staff were observed to remind children to wash hands.

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

Discussed proper medication documentation and procedures.

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<b>Safety</b>
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**591-1-1-.36 Transportation(CR)****Technical Assistance****Technical Assistance**

591-1-1-.36 - Consultant discussed ensuring that fire extinguishers on vehicles used for transportation are in working order with the Director.

**Comment**

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

**Technical Assistance**

591-1-1-.36(4)(b) - Consultant discussed monitoring vehicle seats for rips and tears and repairing them as needed.

**Correction Deadline: 5/26/2022**

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

Discussed SIDS and infant sleeping position.

**Comment**

Pleasant naptime environment observed.

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<b>Staff Records</b>
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Staff # 1 Date of Hire: 03/14/2022	Met
Staff # 2 Date of Hire: 09/16/2021	Met
Staff # 3 Date of Hire: 06/01/2021	Met
Staff # 4 Date of Hire: 03/01/2022	Met
Staff # 5 Date of Hire: 11/19/2020	Met
Staff # 6 Date of Hire: 02/17/2022	Met
Staff # 7 Date of Hire: 07/19/2021	Met
Staff # 8 Date of Hire: 10/05/2021	Met
Staff # 9 Date of Hire: 03/09/2022	Met
Staff # 10 Date of Hire: 01/06/2022	Met
Staff # 11 Date of Hire: 09/28/2018	Met
Staff # 12	Met
Staff # 13 Date of Hire: 11/15/2021	Met
Staff # 14	Met
Staff # 15 Date of Hire: 08/11/2021	Met
Staff # 16 Date of Hire: 05/03/2021	Met

Staff # 17 Date of Hire: 03/01/2022	Met
Staff # 18	Met
Staff # 19 Date of Hire: 07/14/2021	Met
Staff # 20 Date of Hire: 10/21/2019	Met
Staff # 21 Date of Hire: 02/09/2022	Met
Staff # 22 Date of Hire: 08/01/2008	Met
Staff # 23 Date of Hire: 02/08/2021	Met
Staff # 24	Met
Staff # 25 Date of Hire: 10/08/2012	Met
Staff # 26 Date of Hire: 02/22/2022	Met
Staff # 27 Date of Hire: 10/25/2021	Met
Staff # 28 Date of Hire: 09/08/2021	Met
Staff # 29 Date of Hire: 09/27/2021	Met
Staff # 30 Date of Hire: 12/15/2021	Met
Staff # 31 Date of Hire: 02/21/2022	Met
Staff # 32 Date of Hire: 08/06/2021	Met

**Staff Credentials Reviewed: 5**

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

**Comment**

Criminal record checks were observed to be complete.

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

**Comment**

Staff observed to be compliant with applicable laws and regulations.

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**Staffing and Supervision**

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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.

**The following information is associated with a Complaint Investigation Visit:**

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**Activities and Equipment**

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**591-1-1-.03 Activities** **Met**

**Correction Deadline: 4/8/2022**

**Corrected on 5/25/2022**

**.03(9) - Previous citation corrected on this date.**

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**Safety**

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

**Correction Deadline: 10/5/2021**

**Corrected on 5/25/2022**

**.11(2) - Previous citation corrected on this date.**

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**Staffing and Supervision**

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

**Correction Deadline: 4/8/2022**

**Corrected on 5/25/2022**

**.32(7) - Previous citation corrected on this date.**