



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: 11/10/2022 **VisitType:** Monitoring Visit

Arrival: 10:30 AM

Departure: 2:00 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@decal.ga.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.
11/10/2022	Monitoring Visit	Good Standing	
07/15/2022	Incident Investigation Closure	Good Standing	
07/15/2022	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	2	12	C	22	C	31	C	Centers
Main	A- Bumblebees	Infants	1	4	C	17	C	NA	NA	Feeding,Floor Play
Main	B- Butterflies	One Year Olds	2	5	C	18	C	NA	NA	Free Play
Main	C- Grasshoppers	One Year Olds and Two Year Olds	2	5	C	17	C	NA	NA	Story
Main	D- Tigers	Two Year Olds	2	7	C	24	C	NA	NA	Transitioning
Main	E- Frogs	Three Year Olds	2	6	C	22	C	NA	NA	Outside
Main	F- Polar Bears	PreK	3	20	C	21	C	30	C	Story
Main	G- Chameleons	PreK	2	19	C	21	C	30	C	Centers
Main	H- Ladybugs	Two Year Olds	2	7	C	16	C	22	C	Outside
Main	I- Caterpillars	Three Year Olds	2	9	C	21	C	29	C	Outside
Total Capacity @35 sq. ft.: 199					Total Capacity @25 sq. ft.: 226					
Total # Children this Date: 94			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 follow up to a visit conducted on May 25, 2022.

Plan of Improvement: Developed This Date 11/10/2022

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 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)

Tawaiian Rhodes, Program Official

Date

Brionne Higgins, Consultant

Date



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Findings Report

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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)

Met

Correction Deadline: 5/25/2022

Corrected on 11/10/2022

.19(1) - Previous citation corrected on this date. The consultant observed the appropriate ratio capacity in room C.

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 observation that hazardous materials were accessible to children. The consultant observed diaper cream to be accessible to children in room D and I.

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: 11/10/2022

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

Met

Correction Deadline: 5/25/2022

Corrected on 11/10/2022

.26(9) - Previous citation corrected on this date. Consultant observed the playgrounds to be free from litter and hazards.

Health and Hygiene

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

Met

Comment

Hand washing requirements for diapering were discussed with the director on this date.

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.

Safety

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

Met

Comment

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

Correction Deadline: 4/26/2022

Corrected on 11/10/2022

.11(1) - Previous citation corrected on this date. Consultant observed a positive learning environment.

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

Not Met

Comment

Complete documentation of transportation observed.

Comment

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

Comment

The vehicle had an approved fire extinguisher on this date. Consultant discussed monitoring the first aid kits on each vehicle to ensure that they are equipped with the required supplies.

Finding

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined based on observation that seat covers were ripped and torn on a bus (tag # PHH3405) used for transportation.

POI (Plan of Improvement)

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

Correction Deadline: 11/11/2022

Sleeping & Resting Equipment

Comment

Discussed SIDS and infant sleeping position.

Comment

Pleasant naptime environment observed.

Staff Records**Records Reviewed: 42****Records with Missing/Incomplete Components: 0**

Staff # 1 Date of Hire: 06/20/2022	Met
Staff # 2 Date of Hire: 09/16/2021	Met
Staff # 3 Date of Hire: 06/20/2022	Met
Staff # 4 Date of Hire: 11/19/2020	Met
Staff # 5 Date of Hire: 02/17/2022	Met
Staff # 6 Date of Hire: 09/14/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 7 Date of Hire: 08/15/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 8 Date of Hire: 10/10/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 9 Date of Hire: 01/06/2022	Met
Staff # 10 Date of Hire: 05/02/2022	Met
Staff # 11 Date of Hire: 06/01/2001	Met
Staff # 12 Date of Hire: 10/03/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>

Staff # 13	Met
Staff # 14 Date of Hire: 11/15/2021	Met
Staff # 15 Date of Hire: 07/05/2022	Met
Staff # 16 Date of Hire: 08/11/2021	Met
Staff # 17 Date of Hire: 05/18/2022	Met
Staff # 18 Date of Hire: 05/03/2021	Met
Staff # 19 Date of Hire: 07/25/2022	Met
Staff # 20 Date of Hire: 08/24/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 21 Date of Hire: 10/13/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 22	Met
Staff # 23	Met
Staff # 24 Date of Hire: 07/14/2021	Met
Staff # 25 Date of Hire: 06/20/2022	Met
Staff # 26 Date of Hire: 07/11/2022	Met
Staff # 27 Date of Hire: 07/01/2022	Met
Staff # 28 Date of Hire: 05/31/2022	Met

Records Reviewed: 42**Records with Missing/Incomplete Components: 0**

Staff # 29 Date of Hire: 07/26/2022	Met
Staff # 30 Date of Hire: 06/09/2022	Met
Staff # 31 Date of Hire: 02/09/2022	Met
Staff # 32 Date of Hire: 08/01/2008	Met
Staff # 33 Date of Hire: 02/08/2021	Met
Staff # 34 Date of Hire: 10/03/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 35	Met
Staff # 36 Date of Hire: 10/11/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 37 Date of Hire: 12/01/2020	Met
Staff # 38 Date of Hire: 08/23/2022	Met <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 39 Date of Hire: 09/08/2021	Met
Staff # 40 Date of Hire: 06/20/2022	Met
Staff # 41 Date of Hire: 09/27/2021	Met
Staff # 42 Date of Hire: 12/15/2021	Met

Staff Credentials Reviewed: 2**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met**

Comment

Criminal record checks were observed to be complete.

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

Met

Comment

Evidence observed of 100% of center staff certified in First Aid and CPR.

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.