



**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:** 11/2/2022 **VisitType:** Monitoring Visit

**Arrival:** 8:00 AM

**Departure:** 11:45 AM

**CCLC-28751**

**Stepping Stones Early Development Center**

305 West White Road Byron, GA 31008 Peach County  
(478) 956-2510 stepstones956@hotmail.com

**Regional Consultant**

Brandi Mangino

Phone: (478) 314-9726

Fax: (478) 599-0169

brandi.mangino@decal.ga.gov

**Mailing Address**

Same

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>			<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.
11/02/2022	Monitoring Visit	Good Standing	
01/18/2022	Licensing Study	Good Standing	
07/28/2021	Monitoring Visit	Good Standing	

  

<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.

**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	Infants and One Year Olds	2	8	C	17	C	NA	NA	Feeding
Main	B	Infants	2	9	C	14	C	NA	NA	Feeding, Nap, Flo or Play
Main	C	One Year Olds	2	9	C	14	C	NA	NA	Breakfast, Centers
Main	D	One Year Olds	1	5	C	13	C	NA	NA	Free Play, Breakfast
Main	E	One Year Olds	2	5	C	12	C	NA	NA	Breakfast, Free Play
Main	F	Two Year Olds and Three Year Olds	1	9	C	15	C	NA	NA	Free Play, Breakfast
Main	G	Three Year Olds and Four Year Olds	1	6	C	15	C	NA	NA	Centers
Main	H	Three Year Olds and Four Year Olds	1	8	C	17	C	NA	NA	Centers
Main	I	Three Year Olds and Four Year Olds	2	9	C	17	C	NA	NA	Centers
Main	J	PreK	2	20	C	20	C	28	C	Centers
Main	K	PreK	2	21	C	26	C	36	C	Centers
Main	L	Three Year Olds and Four Year Olds	2	12	C	25	C	35	C	Centers
Main	M	Two Year Olds and Three Year Olds	1	5	C	13	C	NA	NA	Free Play, Breakfast

Main	N	Two Year Olds	1	7	C	10	C	NA	NA	Breakfast, Transitioning
Main	O	PreK	2	17	C	32	C	45	C	Centers
Total Capacity @35 sq. ft.: 260					Total Capacity @25 sq. ft.: 301					
Total # Children this Date: 150			Total Capacity @35 sq. ft.: 260			Total Capacity @25 sq. ft.: 301				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground E	58	C
Main	Playground A	12	C
Main	playground B	44	C
Main	playground C	50	C
Main	playground D	50	C

**Comments**

Plan of Improvement developed this date.

Plan of Improvement: Developed This Date 11/02/2022

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.decal.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@decal.ga.gov](mailto:qualityrated@decal.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.

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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.'

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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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Katey Ray, Program Official

Date

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Brandi Mangino, Consultant

Date



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**Findings Report**

**Date:** 11/2/2022 **VisitType:** Monitoring Visit

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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)**

**Not Evaluated**

**Comment**

Center does not provide swimming activities.

**Facility**

**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 observation that the following hazards were accessible to children in care:

Room F:

plunger next to the toilet

Room M:

-rubber gloves and trash bags which pose a suffocation hazard, destin and ointment in an unlocked drawer at the diapering station area

**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: 11/2/2022**

**Technical Assistance**

Consultant discussed chipping paint on baseboards throughout, rusted "O" rings in the restroom and toilet paper holders with rust are in need of repair.

**Correction Deadline: 11/2/2022**

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

**Comment**

Playground observed to be clean and in good repair.

**Health and Hygiene**

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

**Comment**

Discussed labeling of "diapering only" areas and staff work stations.

**591-1-1-.17 Hygiene(CR) Not Met**

**Comment**

Please ensure lids remain on trash containing organic waste.

**Finding**

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on a review of records that a staff member in Room F cleaned a child's nose and did not wash hands after.

**POI (Plan of Improvement)**

The Center will ensure liquid soap and warm running water are available for handwashing, train Staff on the handwashing requirements, review the requirements with Staff periodically, and monitor handwashing.

**Correction Deadline: 11/2/2022**

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

**Comment**

Discussed proper medication documentation and procedures.

**Safety**

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

**Comment**

Age-appropriate discussion and/or redirection observed.

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

**Comment**

Complete documentation of transportation observed.

**Sleeping & Resting Equipment**

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

**Comment**

Discussed SIDS and infant sleeping position.

**Finding**

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant’s back in a crib unless the Center has been provided a physician’s written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant’s back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer’s guidelines and will not slide up around the infant’s face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician’s written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on observation that an infant in Room B was sleeping in a swing. The infant was sleeping while consultant was in Room A as the room could be seen through a window, the infant was still sleeping in the swing when consultant went into Room B and did a walk through.

**POI (Plan of Improvement)**

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

**Correction Deadline: 11/2/2022**

**Staff Records**

**Records Reviewed: 53** **Records with Missing/Incomplete Components: 0**

Staff # 1 Met  
Date of Hire: 01/14/2016

Staff # 2 Met  
Date of Hire: 05/18/2021

Staff # 3 Met  
Date of Hire: 08/07/2009

Staff # 4 Met  
Date of Hire: 03/30/2015

Staff # 5 Met  
Date of Hire: 10/24/2022 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 6 Met  
Date of Hire: 07/07/2021

Staff # 7 Met  
Date of Hire: 07/13/2022

Staff # 8 Met

Date of Hire: 07/22/2009

Staff # 9 Met

Staff # 10 Met

Date of Hire: 10/07/2019

Staff # 11 Met

Date of Hire: 06/04/2018

Staff # 12 Met

Date of Hire: 12/31/2021

Staff # 13 Met

Date of Hire: 05/24/2022

Staff # 14 Met

Staff # 15 Met

Date of Hire: 02/16/2022

Staff # 16 Met

Date of Hire: 08/22/2022 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 17 Met

Date of Hire: 09/01/2022 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 18 Met

Date of Hire: 09/01/2021

Staff # 19 Met

Date of Hire: 05/11/2022

Staff # 20 Met

Date of Hire: 07/20/2021

Staff # 21 Met

Date of Hire: 01/13/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 22 Met

Date of Hire: 10/28/2021

Staff # 23 Met

Date of Hire: 03/15/2016

Staff # 24 Date of Hire: 02/21/2022	Met
Staff # 25 Date of Hire: 01/23/2017	Met
Staff # 26 Date of Hire: 03/10/2022	Met
Staff # 27 Date of Hire: 09/12/2016	Met
Staff # 28 Date of Hire: 07/20/2005	Met
Staff # 29 Date of Hire: 08/15/2022	Met
Staff # 30 Date of Hire: 05/20/2017	Met
Staff # 31 Date of Hire: 06/06/2022	Met
Staff # 32 Date of Hire: 09/12/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 33 Date of Hire: 09/12/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 34 Date of Hire: 08/30/2019	Met
Staff # 35 Date of Hire: 07/08/2022	Met
Staff # 36 Date of Hire: 09/06/2012	Met
Staff # 37 Date of Hire: 10/18/2021	Met
Staff # 38 Date of Hire: 06/13/2022	Met



Staff # 39 Date of Hire: 05/24/2022	Met
Staff # 40 Date of Hire: 08/29/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 41 Date of Hire: 09/14/2021	Met
Staff # 42 Date of Hire: 08/25/2922	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 43 Date of Hire: 08/30/2000	Met
Staff # 44 Date of Hire: 12/09/2020	Met
Staff # 45 Date of Hire: 09/11/2001	Met
Staff # 46 Date of Hire: 08/26/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 47 Date of Hire: 08/29/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 48	Met
Staff # 49 Date of Hire: 08/03/2020	Met
Staff # 50 Date of Hire: 08/11/2020	Met
Staff # 51 Date of Hire: 03/21/2021	Met
Staff # 52 Date of Hire: 08/25/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 53	Met

**Records Reviewed: 53**

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

Date of Hire: 09/26/2022

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

**Staff Credentials Reviewed: 16**

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

**Met**

**Comment**

Criminal record checks were observed to be complete.

**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**

Discussed combining children of mixed ages.

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

**Not Met**

**Finding**

591-1-1-.32(7) requires that children be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger. It was determined based on observation that staff members in Room C, Room E and Room F had children under thirty-six months present eating breakfast and staff members were not seated within arms length away and each were at the sink area of the classroom.

**POI (Plan of Improvement)**

The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times.

**Correction Deadline: 11/2/2022**