



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: 2/15/2017 **VisitType:** Monitoring Visit **Arrival:** 10:15 AM **Departure:** 6:35 PM

CCLC-9096

Mt. Zion Learning Center

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 (912) 375-7429 mzl7429@yahoo.com

Regional Consultant

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Mailing Address

11 Arthur McNeal Road
 HAZLEHURST, GA 31539

Compliance Zone Designation		
02/15/2017	Monitoring Visit	Deficient
08/22/2016	Licensing Study	Good Standing
03/24/2016	Monitoring Visit	Good Standing

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.

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 - 3rd Left	One Year Olds and Two Year Olds	2	10	C	12	C	NA	NA	Transitioning
Main	B - 2nd Left	Two Year Olds	1	8	C	14	C	NA	NA	TV
Main	C - 1st Left	Two Year Olds	1	8	C	14	C	NA	NA	TV, Transitioning
Main	D - 1st Right	Three Year Olds	1	12	C	16	C	NA	NA	Lunch, Transitioning
Main	E 2nd Right	Three Year Olds and Four Year Olds	1	14	C	15	C	NA	NA	Lunch
Main	F - 3rd Right	Three Year Olds	1	8	C	15	C	NA	NA	Lunch
Main	G		0	0	C	16	C	NA	NA	Not In Use
Main	Gym		0	0	C	256	C	NA	NA	Not In Use
Main	H - Last Room on the R	Infants	2	7	C	17	C	NA	NA	Lunch, Nap
Total Capacity @35 sq. ft.: 375						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 67						Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground - A	12	C
Main	Playground - B	53	C
Main	Playground - C	143	C

Comments

This is the second regulatory visit for Mt. Zion Learning Center this 2016 - 2017 fiscal year.

The consultant discussed SIDS / Safe Sleep with the infant staff.

The consultant reviewed all employee files and finds that one employee has no file on hand. This employee has no fingerprinting criminal records determination letter. Six employees was hired prior to January 1, 2014, had a satisfactory local criminal records check on file and no fingerprinting criminal records determination letter on file as required. A one day letter was left with the center director.

The consultant discussed the new Health and Safety Training with the center director.

A Plan of Improvement was left on this date.

Plan of Improvement: To Be Submitted 03/01/2017

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).



Reminder: All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit www.decalkoala.com. You are encouraged not to wait and to complete the process as soon as possible.



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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 CSRefutations@dec.ga.gov.

- 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.ga.gov/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)

Christy Dixon, Program Official

Date

Connie Boatright, Consultant

Date



Bright from the Start Georgia Department of Early Care and Learning
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Findings Report

Date: 2/15/2017 **VisitType:** Monitoring Visit **Arrival:** 10:15 AM **Departure:** 6:35 PM

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The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Comment

The consultant observed a variety of age appropriate activities through out the center.

Correction Deadline: 2/15/2017

591-1-1-.12 Equipment & Toys(CR) **Not Met**

Finding

591-1-1-.12(1)(b) requires center staff to use all indoor and outdoor furniture, activity materials, and equipment in accordance with the manufacturer's instructions, recommendations, and intended use. It was determined based on the consultant's observation that the following equipment was in need of repair:

- One of eight infant feeding seats had no manufactured safety strap, located in the infant classroom.
- In the multipurpose play area was a wooden cupboard that was missing the left handle, a wooden sink that was missing the left handle to the bottom cabinet, and the stove was missing the right handle.
- In Classroom D a wooden stove was missing the left and right knobs.

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Correction Deadline: 3/1/2017

Finding

591-1-1-.12(2)(d) 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 the consultant's observation that the following equipment needs to be secured:

---The red metal four shelf book case located in the multipurpose room, last classroom on the right side of the hall. Additionally a brown three shelf brown wood book case located in this room is top heavy and needs to be secured.

---A blue wood book case located in classroom D needs to be anchored. Additionally in this classroom is a three shelf brown wood book case that is top heavy and needs to be secured.

---A blue wood book case with four shelves is located in classroom E, top heavy and needs to be secured. Additionally, there is a blue wooden cubby case that has three stalls and is lightweight and needs to be secured to the wall.

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Correction Deadline: 3/1/2017

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

Met

Comment

No Swimming Activities Provided

Facility

591-1-1-.06 Bathrooms

Met

Comment

Observation-Clean and Well Maintained

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

Not Met

Finding

591-1-1-.25(13) requires that hazardous equipment, materials and supplies be inaccessible to children. It was determined based on the consultant's observation that the following hazards were accessible to the children:

-Classroom A had a dirty broom and dust pan stored in the classroom area and were accessible to the one and two-year-old children.

-The left cabinet located under the sink in the bathroom area in classroom B had a broken safety latch. Two dirty toilet brushes and a bottle of Clorox Bleach Gel labeled keep out of reach of children were accessible to the one-year-old children.

-A tube of Gold Bond Healing Cream, a bottle of hand sanitizer, a plastic bag of metal screws, a metal staple remover and a bottle of lotion were located in the top desk drawer of the teacher's desk and were accessible to the three and four-year-old children. Additionally, metal paper clips were located on top of the teachers desk and were within reach of the three and four-year-old children.

-A vacuum cleaner was being stored in the hall at the entrance of the infant classroom.

-The left cabinet located under the handwashing sink located in the infant room had a broken safety latch. Two bottles of hand washing liquid soap, a bottle of disinfecting bleach, and a spray can of disinfectant were located accessible to the infants and all were marked keep out of reach of children.

-Three of eleven child book bags had two bottles of hand sanitizer and two bags of candy and were located in the classroom area of the three and four-year-old children.

-A bottle of liquid air freshener was plugged into an electrical outlet located within the classroom and was accessible to the children in Classroom D.

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Correction Deadline: 2/16/2017

Finding

591-1-1-.25(8) requires protective caps on all unused electrical outlets within children's reach and requires that electrical outlets in use be made inaccessible to children. It was determined based on the consultant's observation that four electrical outlets had no protective caps. Additionally, classroom D the three and four-year-old classroom had two electrical outlet with no protective caps. Additionally the consultant observed a computer cord connected to a electric cord dangling and accessible to the children in classroom D the three and four-year-old classroom.

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Correction Deadline: 3/1/2017

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

Not Met

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 the consultant's observation that a four-foot section of chain link fencing was rolled upwards at the bottom leaving a two-inch gap.

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Correction Deadline: 3/1/2017

Finding

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined that the following hazards were observed:

Infant Playground:

- Two of six infant swings were missing the safety straps.

Main Playground:

- One of two purple seats on the see saw was broken and missing a security bolt.
- Two main wooden logs surrounding the swings and silver climbing equipment were observed to be splintering.
- Six of eight swing chains were observed to be rusted.
- The red, yellow and blue see saw was observed to have chipped paint, the two red seats were weathered and the foam seating was exposed to the children.
- A black metal and wood utility trailer was observed to be sitting on the playground accessible to the three and four-year-old children.
- A wood and metal garden rake was stored on the playground and was accessible to the three and four-year-old children.
- A red elmo riding toy was broken and posed a pinching hazard to the children.
- Twelve wooden log splinters were laying on the ground near the sand box, accessible to all the children posing a hazard.
- The volley ball net was not secured to the volley ball poles and was dragging the ground.
- A Little Tikes Yellow Car had a broken handle which posed a potential pinching hazard.

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Correction Deadline: 3/1/2017

Finding

591-1-1-.26(7) requires that climbing and swinging equipment be anchored and have a resilient surface beneath the equipment. The fall-zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on the consultant's observation that there was no resilient surface under the four swings where six inches of resilient surfacing was required. Additionally there were two inches of resilient surfacing under the silver metal climber where six inches were required. It was further determined that the red, yellow, and blue see saw was not completely anchored to the ground.

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Correction Deadline: 3/1/2017

Health and Hygiene

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

Not Met

Comment

Observed-Proper Diapering

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Finding

591-1-1-.10(3)(a) 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 change surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined based on the consultant's observation that the changing pad located in classroom A was covered by a sheet making the pad porous and unable to clean and disinfect the surface as required. Additionally the changing pad located in classroom B was porous and the staff was unable to clean and disinfect the surface as required.

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Correction Deadline: 3/1/2017

591-1-1-.17 Hygiene(CR)

Not Met

Finding

591-1-1-.17(8)(a-d) 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 the consultant's observation that the lead teacher in the one-year-old classroom wiped the nose of several children and did not wash her hands.

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Correction Deadline: 3/1/2017

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

Not Met

Finding

591-1-1-.20(4) requires the Center to keep medication in a locked cabinet or container that is not accessible to children and stored separate from cleaning chemicals, supplies or poisons. Medication 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 the consultant's observation that a bottle of prescription throat liquid pain medication, a bottle of equate Tylenol and a bottle of Motrin was in a child's book bag, hanging in the classroom and accessible to the two-year-old children. Additionally in classroom E a bottle of Triaminic was located in a child's book bag, hanging in the classroom and accessible to the three and four-year-old children.

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Correction Deadline: 2/15/2017

Organization

591-1-1-.16 Governing Body & License

Not Met

Finding

591-1-1-.16(e) requires the Center to submit an application for an amended license at least thirty days prior to a change in the name, ages of children served, increase in operating hours, services provided or the Center's use of the building. An application for amendment was not submitted. The director stated that three classrooms kindergarten through the fourth grade had been added. Thirteen children from the ages of five to ten was present and in attendance for the private Christian School.

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Correction Deadline: 3/1/2017

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Not Met

Finding

591-1-1-.21(3) requires that the Center conduct and document fire drills monthly and tornado and/or other emergency situations every six months. It was determined by the consultant's review of the monthly / annual fire log that no fire drills were recorded for October, November and December of 2016.

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Correction Deadline: 3/1/2017

Safety

591-1-1-.05 Animals

Met

Comment

No Animals Kept

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

Met

Comment

Observed-Discussion/Redirection

591-1-1-.13 Field Trips(CR)

Met

Comment

No Field Trips at This Time

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

Met

Comment

No Routine Transportation Provided

Sleeping & Resting Equipment

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

Met

Comment

Discussed-SIDS/Infant Sleeping Position

Comment

Ensure Cribs/Cots Labeled

Staff Records

Records Reviewed: 19

Records with Missing/Incomplete Components: 13

Staff # 2

Not Met

Date of Hire: 02/02/2006

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 4

Not Met

Date of Hire: 03/24/2021

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

"Missing/Incomplete Components"

.24(d)-Evidence of Orientation Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing

Staff # 5

Not Met

Date of Hire: 03/17/2015

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 6 Not Met
Date of Hire: 10/17/2016
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 7 Not Met
Date of Hire: 07/23/2016
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 8 Not Met
Date of Hire: 03/24/2016
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 10 Not Met
Date of Hire: 03/24/2016
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 13 Not Met
Date of Hire: 02/01/2017
"Missing/Incomplete Components"
.24(a)-No Record,.09-Criminal Records Check Missing

Staff # 15 Not Met
Date of Hire: 02/02/2006
"Missing/Incomplete Components"
.09-Criminal Records Check Missing

Staff # 16 Not Met
Date of Hire: 03/24/2016
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 17 Not Met
Date of Hire: 01/03/2013
"Missing/Incomplete Components"
.24(d)-Evidence of Orientation Missing,.09-Criminal Records Check Missing

Staff # 18

Not Met

Date of Hire: 10/26/2016

"Missing/Incomplete Components"

.24(d)-Evidence of Orientation Missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing

Staff # 19

Not Met

Date of Hire: 01/10/2003

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.09 Criminal Records Check(CR)

Not Met

Finding

591-1-1-.09(1)(a) requires the Center to ensure that every Director, Employee and Provisional Employee of the Child Care Learning Center has a satisfactory records check determination before the individual is present at the Center. It was determined based on the consultant's observation that one staff member was hired on February 1, 2017 and had no satisfactory records check determination on file.

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Correction Deadline: 2/15/2017

Finding

591-1-1-.09(1)(e) requires every Employee hired before January 1, 2014 have either a satisfactory Preliminary Records Check Determination or a satisfactory Fingerprint Records Check Determination on file and requires that Employees hired before January 1, 2014 that have only a satisfactory Preliminary Records Check Determination on file to obtain a Fingerprint Records Check Determination before January 1, 2017. It was determined based on the consultant's review of all staff records that six of nineteen staff members was hired prior to January 1, 2014 and had no fingerprint criminal records check determination letter on file as required. A one day letter was left with the center director.

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Correction Deadline: 2/15/2017

591-1-1-.24 Personnel Records

Not Met

Finding

591-1-1-.24 requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain information noted in 591-1-1-.24(a-h). It was determined based on the consultant's review of all employee files that one of nineteen employee did not have a staff record on file as required.

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Correction Deadline: 2/16/2017

591-1-1-.33 Staff Training

Not Met

Finding

591-1-1-.33(1)(a-l) requires the Center to ensure that initial orientation of all Employees and Provisional Employees include the following subjects: a) center policies/procedures; b) Department rules for the care, health and safety of children; c) employee's duties/responsibilities; d) reporting requirements; e) emergency weather plans; f) childhood injury control; g) administering medicine; h) reducing the risk of Sudden Infant Death Syndrome (SIDS); i) hand washing; j) fire safety; k) water safety and l) prevention of HIV/AIDS and blood borne pathogens. It was determined based on the consultant's review of all staff employee that eight of nineteen staff did not have proof of completing initial orientation.

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Correction Deadline: 3/1/2017

Comment

Health/Safety training reminder

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Finding

591-1-1-.33(3)(a-b) requires that training required in the first year of employment include at least four clock hours in any of the following: a) disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and b) two clock hours in identifying, reporting, and meeting the needs of abused, neglected or deprived children. It was determined based on the consultant's review of all employee files that seven of nineteen employees did not have the required abuse training and four hours of disease control, basic hygiene, illness detection, etc.

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Correction Deadline: 3/1/2017

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR) **Not Met**

Finding

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20;and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined based on the consultant's observation that there was a ratio of one staff to 10 children the ages of one and two while in the multipurpose play area.

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Correction Deadline: 2/15/2017

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

Technical Assistance

591-1-1-.32(7) - Reminder for all staff to supervise children at all times.

Correction Deadline: 2/15/2017