



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: 3/23/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:35 AM **Departure:** 2:15 PM

CCLC-37186

Children's Academy of Kennesaw

3920 Jiles Way Kennesaw, GA 30144 Cobb County
 (770) 429-5700 mrjehbaldwin@gmail.com

Mailing Address
 Same

Regional Consultant

Alison Benson

Phone: (866) 369-6921

Fax: (866) 370-1204

alison.benson@decal.ga.gov

Joint with: Isha Barrie

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.
03/23/2018	Complaint Investigation & Monitoring Visit	Good Standing	
11/29/2017	Complaint Closure	Good Standing	
11/09/2017	Complaint Investigation & Monitoring Visit	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
Main	A Left Front	Infants and One Year Olds	2	10	C	22	C	NA	NA	Feeding, Floor Play
Main	B Left 2nd Right	One Year Olds	2	9	C	17	C	NA	NA	Circle Time
Main	C Left 1st right	Two Year Olds	2	11	C	19	C	NA	NA	Circle Time
Main	D Middle		0	0	C	23	C	NA	NA	
Main	E 2nd Right	Three Year Olds and Four Year Olds	2	24	C	38	C	NA	NA	Centers, Circle Time
Main	F 1st Right	PreK	2	20	C	29	C	NA	NA	Circle Time, Centers
Total Capacity @35 sq. ft.: 148					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 74			Total Capacity @35 sq. ft.: 148			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG left front	39	C
Main	PG left rear	56	C
Main	PG Patio	10	C
Main	PG Right	62	C

Comments

Director provided five files for employees hired since last visit.
 1-day letter issued on March 23, 2018.

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.

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 CCSRefutations@decals.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://decals.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)



Important New Deadlines:

Your program must be Quality Rated by December 31, 2020 in order to continue to receive Childcare and Parent Services (CAPS). Sign up for Quality Rated by June 30, 2018 in order to be eligible to receive a bonus package.

Get started today! Sign up by completing a short online application: <https://qualityrated.decals.ga.gov/>
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or qualityrated@decals.ga.gov

Michelle Provost, Program Official _____ Date

Alison Benson, Consultant _____ Date

Isha Barrie, Consultant _____ Date



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

Summary Report

Date: 3/23/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:35 AM **Departure:** 2:15 PM

CCLC-37186

Children's Academy of Kennesaw

3920 Jiles Way Kennesaw, GA 30144 Cobb County
(770) 429-5700 mrjehbaldwin@gmail.com

Mailing Address
Same

Regional Consultant

Alison Benson

Phone: (866) 369-6921

Fax: (866) 370-1204

alison.benson@dec.al.ga.gov

Joint with: Isha Barrie

The following information is associated with a Monitoring Visit:

Activities and Equipment

591-1-1-.12 Equipment & Toys(CR)

Not Met

Comment

A variety of equipment and toys were observed throughout the center.

Finding

591-1-1-.12(8) requires toys for children under three years of age to be age-appropriate; non-toxic and lead-free; too large to be swallowed by a child and not capable of causing asphyxiation or strangulation; free of sharp pieces, edges or points; free of small parts which may be pried off by a child, free of rust; and easily cleaned with a disinfectant daily. It was determined based on observation that a four-month-old child was observed to be asleep in a bouncy seat with a pacifier in the seat and a small sized stuffed bear leaning on the front of the child's face covering their nose and mouth.

POI (Plan of Improvement)

Center staff will provide age-appropriate toys and remove any toys that are not age-appropriate in each room housing children under three years of age. The Center will implement a plan to train Staff to regularly examine toys for the listed hazards and remove toys when hazards are identified and to clean toys with a disinfectant daily.

Correction Deadline: 4/6/2018

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

N/A

Comment

Center does not provide swimming activities.

Evening Care

591-1-1-.32 Staffing/Supervision(CR)

N/A

Comment

No evening care hours provided

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 observed on this date:

1st Right: The storage closet was unlocked, leaving a staff bag which had medication a pack of gum accessible to children as well as two brooms and dust pan.

2nd Right: The storage closet was unlocked, leaving a staff bag which had medication a pack of gum accessible to children, further brooms and a dust pan as well as a baggy containing gummy bears and child's bag with a container of baby powder.

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: 4/6/2018

591-1-1-.26 Playgrounds(CR)**Not Met****Technical Assistance**

Discussed maintenance of resilient surface. Please fluff and redistribute.

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 observation there was a four and a half inch gap located in the gate located on the right side of the playground (facing the parking lot).

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

Correction Deadline: 4/6/2018**Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that there was less than 1 inch of resilient surface observed under all fall zones on this date.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

Correction Deadline: 4/6/2018**Recited on 3/23/2018**

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 observed:

Left Front Playground: It was observed that the second out of the fourth red step had been previously repaired with duct tape but due to wear and tear, has now becoming cracked and sunken in the middle, causing a hazard, further, three of screws located on the swing set were observed to have be more than two threads.

Left Rear Playground: The first yellow step was observed to be unlevelled due to the rotting wooden right panel.

Right Playground: The wooden boarder along the rear of the playground was observed to be unlevelled and in some areas eroding. Further, an active ant hill was observed.

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.

Per director, the Left Rear Playground will be closed for the day on March 23, 2018 and will be treated for ants.

Correction Deadline: 4/6/2018

Health and Hygiene

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

Met

Comment

Staff stated proper knowledge of diapering procedures.

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

Met

Comment

Proper hand washing observed throughout the center.

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

N/A

Comment

Per director, no medication is being dispensed at this time.

Safety

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

Not Met

Finding

591-1-1-.11(2) requires that Personnel not: physically or sexually abuse a child or engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center; inflict corporal/physical punishment upon a child; shake, jerk, pinch or handle a child roughly; verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family; isolate a child in a dark room, closet or unsupervised area; use mechanical or physical restraints or devices to discipline children; use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent; restrict unreasonably a child from going to the bathroom; punish toileting accidents; force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks; force or withhold naps; allow children to discipline or humiliate other children; or confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat. It was determined based on observation, a staff person was overheard using an inappropriate, harsh tone towards children multiple times, further, the same staff person was observed to threaten children in care with "time out" if the children did not do as they were told.

POI (Plan of Improvement)

The Center will take immediate action to ensure the action/conduct has ceased; train/review appropriate child guidance techniques with center staff; and have a system in place to monitor and identify inappropriate actions.

Correction Deadline: 4/6/2018

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

Technical Assistance

591-1-1-.30(2) - 591-1-1-.30 - Discussed SIDS and infant sleeping position.

Correction Deadline: 3/23/2018

Finding

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags. It was determined based on observation that the cots located in the storage closet in between the 1st and 2nd classrooms were observed to be stored on top of one another with sheets touching the bottom of the cots.

POI (Plan of Improvement)

The Center will store cots and mats so children do not have access to them and they don't take up play space and will store them so each child's bedding is separate from the others.

Correction Deadline: 4/6/2018

Staff Records

Records Reviewed: 22

Records with Missing/Incomplete Components: 5

Staff # 2

Not Met

Date of Hire: 08/21/2017

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5

Not Met

Date of Hire: 09/28/2017

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 8

Not Met

Date of Hire: 07/17/2017

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 16

Not Met

Date of Hire: 10/05/2017

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 21

Not Met

Date of Hire: 04/05/2017

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.09 Criminal Records Check(CR)**Not Met****Finding**

591-1-1-.09(1)(d) requires each Employee and Center Director hired on or after January 1, 2014 to have a satisfactory Fingerprint Records Check Determination with a Records Check Clearance date that is within 12 months of their hire date. In order for the Department to issue a satisfactory Fingerprint Records Check Determination, each Employee and Director must submit both a Fingerprint Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on review of staff records that one employee did not have a fingerprint application submitted.

POI (Plan of Improvement)

The Center will ensure that each director and employee hired after January 1, 2014 has a satisfactory Fingerprint Records Check Determination dated within 12 months of the hire date and will submit the required documents to obtain the determination if they have not already done so.

1-day letter was issued March 23, 2018.

Correction Deadline: 3/26/2018**591-1-1-.33 Staff Training****Not Met****Correction Deadline: 2/8/2017****Corrected on 3/23/2018****.33(3) - This has been corrected.****Finding**

591-1-1-.33(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on review of staff records, four employees did not have health and safety training completed.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

Correction Deadline: 4/6/2018**Recited on 3/23/2018****591-1-1-.31 Staff(CR)****Met****Comment**

Lead staff credentials will be reviewed at the next regulatory visit.

Staffing and Supervision**591-1-1-.32 Staff:Child Ratios and Group Size(CR)****Met****Comment**

Center observed to maintain appropriate staff:child ratios.

Comment

Adequate supervision observed on this date.