



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: 10/18/2018 **VisitType:** POI Follow Up

Arrival: 1:30 PM

Departure: 3:20 PM

CCLC-37871

Lemon Tree Academy

1290 N Cherokee Road Social Circle, GA 30052 Walton County
 (770) 464-0768 teninalemon@yahoo.com

Regional Consultant

Valarie Musselwhite

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valarie.musselwhite@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★

<u>Compliance Zone Designation</u>			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.
10/18/2018	POI Follow Up	Good Standing	
09/25/2018	Licensing Study	Support	
06/07/2018	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
Building II	Left	Three Year Olds and Four Year Olds	1	14	C	22	C	NA	NA	Nap
Building II	Right	Four Year Olds	1	13	C	22	C	NA	NA	Nap
Total Capacity @35 sq. ft.: 44			Total Capacity @25 sq. ft.: 94							
Main	A/Front	Two Year Olds and Three Year Olds	2	17	C	28	C	39	C	Nap
Main	B/1R	One Year Olds and Two Year Olds	2	12	C	17	C	NA	NA	Nap
Main	C Back R	Infants	1	2	C	5	C	NA	NA	Feeding
Total Capacity @35 sq. ft.: 50			Total Capacity @25 sq. ft.: 94							
Total # Children this Date: 58			Total Capacity @35 sq. ft.: 94							
			Total Capacity @25 sq. ft.: 94							

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG/A/Right	79	C
Main	PG/B/Left	34	C

Comments

The consultant and director discussed criminal record check changes that occurred October 1, 2018 and lead teacher credential requirements.

Plan of Improvement: Developed This Date 10/18/2018

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).



Please refer to the website, <http://www.dec.state.ga.us/CCS/RuleAndRegulations.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

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@dec.state.ga.us.

- 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.state.ga.us/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).

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



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Findings Report

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The following information is associated with a POI Follow Up:

Facility

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

Met

Correction Deadline: 10/12/2018

Corrected on 10/18/2018

.26(4) - Correction of previous citation in that the consultant observed metal stakes into the ground to prevent the fence from becoming unsecure at the bottom.

Sleeping & Resting Equipment

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

Met

Correction Deadline: 10/12/2018

Corrected on 10/18/2018

.30(1)(a)2 - Correction of previous citation in that the consultant observed newly purchased crib mattresses to be firm and 2 inches thick.

Correction Deadline: 9/28/2018

Corrected on 10/18/2018

.30(1)(a)3 - Correction of previous citation in that the consultant observed all cribs to have tight fitting sheets.

Correction Deadline: 10/26/2018

Corrected on 10/18/2018

.30(1)(b)1 - Correction of previous citation in that the consultant observed newly purchased mats in good condition.

Staff Records

Finding

591-1-1-.09(1)(d) requires the Center to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required. It was determined based on a review of records and consultant observation that one staff hired on November 1, 2015 was alone with children in a classroom with a satisfactory national criminal record check and was not supervised by a staff member with a satisfactory comprehensive criminal record check.

POI (Plan of Improvement)

The Center will ensure that every Provisional Employee has a valid and current satisfactory Fingerprint Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required.

Correction Deadline: 10/18/2018

Finding

Previously Cited: 591-1-1-.09(1)(i) requires that if the Center accept a satisfactory determination letter issued by the Department for a potential Director or Employee as evidence of that individual's Satisfactory Records Check Determination, the Records Check Clearance Date must be within the preceding 12 months from the hire date, and the Center does not know or reasonably should not know that the individual's satisfactory status has not changed. It was determined based on a review of records that one staff hired on May 28, 2018 did not have a criminal background check when returning to the center after a break in employment from the center for twelve months and the record check was not within twelve months of hire.

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on a review of records that one staff hired on May 28, 2018 had a break of employment from July 31, 2017 until April 24, 2018 and did not have a current comprehensive background check on file.

POI (Plan of Improvement)

Previously Cited: The Center will ensure that each potential Employee bringing a satisfactory determination letter issued by the Department has a Satisfactory Records Check Determination that is dated within the preceding 12 months from the hire date. The Center will not employ individual's whose satisfactory status has changed.

The Center will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed.

Correction Deadline: 10/18/2018

Recited on 10/18/2018

591-1-1-.33 Staff Training

Met

Correction Deadline: 10/31/2018

Corrected on 10/18/2018

.33(3) - Correction of previous citation in that the consultant observed staff hired on May 28, 2018 to have current Health and Safety training on file.

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

Defer

Defer

591-1-1-.31(2)(b)2.- Citation deferred until original visit deadline of December 31, 2018.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

Correction Deadline: 12/31/2018