



**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:** 10/29/2019 **VisitType:** Licensing Study

**Arrival:** 1:00 PM

**Departure:** 4:00 PM

**CCLC-13339**

**Akers Academy (Alpharetta)**

830 Old Alpharetta Rd Alpharetta, GA 30005 Forsyth County  
 (770) 889-0788 lmitch05@yahoo.com

**Regional Consultant**

Mandi Sloan

Phone: (770) 357-5097

Fax: (770) 357-5098

mandi.sloan@dec.al.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.  <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.
10/29/2019	Licensing Study	Good Standing	
03/28/2019	Monitoring Visit	Good Standing	
08/28/2018	Licensing Study	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 1R	Infants	1	5	C	12	C	NA	NA	Floor Play
Main	B 2R		0	0	C	13	C	NA	NA	
Main	C 3R		0	0	C	17	C	NA	NA	
Main	D 4R	One Year Olds	2	7	C	17	C	NA	NA	Nap
Main	E 5R	Two Year Olds	1	7	C	19	C	NA	NA	Nap
Main	F 6R	PreK	1	19	C	24	C	NA	NA	Nap
Main	G Bk End	PreK	2	13	C	22	C	NA	NA	Nap
Main	H 4L		0	0	C	33	C	NA	NA	
Main	I 3L	Three Year Olds and Four Year Olds	1	11	C	20	C	NA	NA	Nap
Main	J 2L	PreK	1	12	C	20	C	NA	NA	Nap
Main	K 1L	Two Year Olds and Three Year Olds	1	9	C	20	C	NA	NA	Nap
Total Capacity @35 sq. ft.: 217						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 83						Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	68	C
Main	Playground B	145	C
Main	Playground C	60	C
Main	Playground D	17	C

## Comments

The purpose of today's visit is to conduct a licensing study and to follow up on the monitoring visit conducted on March 28, 2019.

Plan of Improvement: Developed This Date 10/29/2019

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

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](mailto: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](mailto:qualityrated@dec.state.ga.us)

---

Krista Whitney, Program Official

Date

---

Mandi Sloan, 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

### Findings Report

**Date:** 10/29/2019 **VisitType:** Licensing Study

**Arrival:** 1:00 PM

**Departure:** 4:00 PM

**CCLC-13339**

**Akers Academy (Alpharetta)**

830 Old Alpharetta Rd Alpharetta, GA 30005 Forsyth County  
(770) 889-0788 lmitch05@yahoo.com

**Mailing Address**  
Same

**Regional Consultant**

Mandi Sloan

Phone: (770) 357-5097  
Fax: (770) 357-5098  
mandi.sloan@dec.al.ga.gov

The following information is associated with a Licensing Study:

### 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)**

**Met**

**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)**

**Met**

**Correction Deadline: 3/28/2019**

**Corrected on 10/29/2019**

.25(13) - The previous citation was corrected on this date as hazardous equipment was observed to be inaccessible to children.

**Correction Deadline: 4/11/2019**

**Corrected on 10/29/2019**

.25(3) - The previous citation was corrected on this date as the premises was observed to be clean, free of debris and in good repair. Further, tile and carpet repairs had been completed.

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

**Not Met**

**Correction Deadline: 4/11/2019**

**Corrected on 10/29/2019**

**.26(4) - The previous citation was corrected on this date as fences and fencing material were not observed to be a hazard to children. Further, the top of the fence separating the left and back playgrounds had been repaired.**

**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 based on observation that one of four tricycles on the back patio were observed to have a broken pedal and two of five tricycles on the preschool playground were observed to have broken pedals.

**POI (Plan of Improvement)**

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

**Correction Deadline: 11/8/2019**

**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 one inch of resilient surface surrounding the slide equipment on the back playground where six inches is present.

**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: 11/5/2019**

**Recited on 10/29/2019**

**Correction Deadline: 3/28/2019**

**Corrected on 10/29/2019**

**.26(9) - The previous citation was corrected on this date as the playground was observed to be kept clean and free from litter and hazards. Further, all areas of PVC pipe were observed to be secured to the playground barriers and no longer pose a tripping hazard.**

<b>Food Service</b>
---------------------

---

**591-1-1-.15 Food Service & Nutrition**

**Not Met**

**Finding**

591-1-1-.15(3) requires baby bottles and formula to be labeled with the individual child's name; supplied by the Parent daily in bottles; and refrigerated at a temperature of forty (40) degrees Fahrenheit or less. Only the current day's formula or breast milk shall be served. If formula must be provided by the Center, only commercially prepared, ready-to-feed formula shall be used. Refrigerated or frozen breast milk shall only be heated or thawed under warm running water or in a container of warm water. It was determined based on observation that two infant bottles in Infant Room 1L were not labeled with the child's name.

**POI (Plan of Improvement)**

The Center will train Staff to follow the required procedures, ensure that parents are fully informed, and will review and monitor regularly.

**Correction Deadline: 10/29/2019**

<b>Health and Hygiene</b>
---------------------------

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

**Comment**

Staff state proper knowledge of diapering procedures.

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

**Comment**

Staff were observed to remind children to wash hands.

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

**Comment**

The Provider currently does not dispense/administer medication.

**Safety**

**591-1-1-.05 Animals** **Met**

**Comment**

Center does not keep animals on premises.

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

**Comment**

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

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

**Correction Deadline: 3/29/2019**

**Corrected on 10/29/2019**

**.36(7)(c)2. - The previous citation was corrected on this date as school transportation records were observed to be complete.**

**Sleeping & Resting Equipment**

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

**Comment**

Pleasant naptime environment observed.

**Staff Records**

**Records Reviewed: 9**

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

Staff # 1 Met

Staff # 2 Met

Staff # 3 Met

Staff # 4 Met

Date of Hire: 08/26/2019

Staff # 5 Met

Date of Hire: 03/01/2019

Staff # 6 Met

**Records Reviewed: 9**

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

Date of Hire: 09/21/2004

Staff # 7

Met

Date of Hire: 10/21/2013

Staff # 8

Met

Date of Hire: 05/02/2005

Staff # 9

Met

Date of Hire: 07/16/2018

**Staff Credentials Reviewed: 5**

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

**Met**

**Comment**

Criminal record checks were observed to be complete.

**Comment**

Director provided ten file(s) for employees hired since last visit.

**591-1-1-.33 Staff Training**

**Not Met**

**Finding**

591-1-1-.33(3) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on review of records that one new employee did not complete the required health and safety orientation within the first 90 days of their date of hire. The consultant observed the new employee to have a date of hire of July 24, 2019.

**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 and will ensure that the training includes all required components as required.

**Correction Deadline: 11/28/2019**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Staffing and Supervision**

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

**Met**

**Comment**

Discussed combining children of mixed ages for two and three year-old children.

**Comment**

Staff observed to provide direct supervision and be attentive to children's needs.