



**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:** 3/4/2020    **VisitType:** Licensing Study    **Arrival:** 9:30 AM    **Departure:** 1:30 PM

**CCLC-14999**

**Anneewakee Academy**

4773 Chapel Hill Road Douglasville, GA 30135 Douglas County  
 (770) 942-8814 kellyanneewakee@bellsouth.net

**Regional Consultant**

Tomekia Hudson

Phone: (770) 544-5978

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tomekia.hudson@dec.al.gov

**Mailing Address**

4773 Chapel Hill Rd  
 Douglasville, GA 30135

**Quality Rated:** No

<b>Compliance Zone Designation</b>		
03/04/2020	Licensing Study	Good Standing
10/17/2019	Monitoring Visit	Good Standing
01/18/2019	Licensing Study	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-3L	One Year Olds	1	6	C	12	C	NA	NA	Nap,Diapering
Main	B-2L	Infants	1	5	C	12	C	NA	NA	Floor Play,Feeding
Main	C-1L		0	0	C	12	C	NA	NA	
Main	D-1R	One Year Olds and Two Year Olds	1	4	C	15	C	NA	NA	Free Play
Main	E-2R	Two Year Olds	1	7	C	20	C	NA	NA	Free Play
Main	F-2BR	Two Year Olds	2	9	C	25	C	NA	NA	Story,Art
Main	G-1BR	Three Year Olds	1	10	C	24	C	NA	NA	Centers
Main	H-BM	Four Year Olds and Five Year Olds	1	11	C	31	C	NA	NA	Centers
Main	I-2L	Three Year Olds and Four Year Olds	1	13	C	25	C	NA	NA	Centers
Main	J-BL		0	0	C	22	C	NA	NA	

Total Capacity @35 sq. ft.: 198

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 65

Total Capacity @35 sq. ft.: 198

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A-Infant	15	C
Main	B-Schoolage	54	C
Main	C-3's	48	C

**Comments**

Director provided four files for staff hired since last visit.

Plan of Improvement: Developed This Date 03/04/2020

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)

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Kelly Robinson, Program Official

Date

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Tomekia Hudson, Consultant

Date



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### Findings Report

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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.

### Children's Records

**Records Reviewed: 8**

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

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met
Child # 6	Met
Child # 7	Met
Child # 8	Met

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**591-1-1-.08 Children's Records****Met****Comment**

Records were observed to be complete and well organized.

**Facility**

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**591-1-1-.06 Bathrooms****Met****Comment**

Bathrooms observed to be clean and well maintained.

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**591-1-1-.19 License Capacity(CR)****Met****Comment**

Licensed capacity observed to be routinely met by center.

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

Center appears clean and well maintained.

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

Playground observed to be clean and in good repair.

**Comment**

591-1-1-.26(9) - Continue to monitor playground D for exposed tree roots which may pose tripping hazards.

**Correction Deadline: 3/4/2020****Food Service**

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

Center menu meets USDA guidelines.

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**591-1-1-.18 Kitchen Operations****Met****Comment**

Kitchen appears clean and well organized.

**Health and Hygiene**

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

Proper diapering procedures observed.

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

Proper hand washing observed throughout the center.

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

Documentation for medication dispensing observed complete.

**Policies and Procedures**

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**591-1-1-.27 Posted Notices****Met****Comment**

Observed all required posted notices.

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**Safety**

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

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

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**591-1-1-.13 Field Trips(CR)****Met****Comment**

Field trip documentation observed to be complete.

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

Complete documentation of transportation observed.

**Comment**

The vehicle had an approved fire extinguisher and first aid kit on this date.

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**Sleeping & Resting Equipment**

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

Discussed SIDS and infant sleeping position.

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**Staff Records**

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**Records Reviewed: 20****Records with Missing/Incomplete Components: 1**

Staff # 1 Met

Date of Hire: 03/02/2018

Staff # 2 Met

Date of Hire: 03/11/2019

Staff # 3 Met

Date of Hire: 03/01/2006

Staff # 4 Met

Staff # 5 Met

Date of Hire: 11/12/2018

Staff # 6 Met

**Records Reviewed: 20****Records with Missing/Incomplete Components: 1**

Date of Hire: 10/02/2019

Staff # 7 Met

Date of Hire: 11/01/2019

Staff # 8 Met

Date of Hire: 06/24/2019

Staff # 9 Met

Date of Hire: 12/10/2018

Staff # 10 Met

Staff # 11 Met

Staff # 12 Met

Date of Hire: 05/08/2019

Staff # 13 Met

Date of Hire: 12/04/2019

Staff # 14 Met

Staff # 15 Met

Staff # 16 Met

Date of Hire: 04/30/2010

Staff # 17 Met

Staff # 18 Met

Staff # 19 Not Met

Date of Hire: 09/04/2007

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 20 Met

Date of Hire: 07/24/2014

**Staff Credentials Reviewed: 12****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Met****Comment**

Director provided four files for employees hired since last visit.

**591-1-1-.14 First Aid & CPR Met**

**Comment**

Evidence observed of 100% of center staff certified in First Aid and CPR.

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

**Met**

**Correction Deadline: 11/16/2019**

**Corrected on 3/4/2020**

**.33(3) - Citation corrected on this date. New staff members completed health and safety training within the first 90 days of hire.**

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

**Not 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.

**Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on a review of records the center had one teacher without the required credentials.

**POI (Plan of Improvement)**

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience. Consultant issued information regarding CDA, TCC, and TCD training and requirements as set by the department.

**Correction Deadline: 9/4/2020**

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<b>Staffing and Supervision</b>
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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)**

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

Adequate supervision observed on this date.