



**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:** 8/23/2021    **VisitType:** Licensing Study    **Arrival:** 12:30 PM    **Departure:** 2:00 PM

**CCLC-16647**

**Creekside Christian**

673 Peachtree Pkwy Cumming, GA 30041 Forsyth County  
(770) 781-0700 amygirton@Creekside.net

**Regional Consultant**

Mandi Sloan

Phone: (770) 357-5097

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**Mailing Address**

Same

**Quality Rated:** No

<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.
08/23/2021	Licensing Study	Good Standing	
01/20/2021	Monitoring Visit	Good Standing	
09/03/2020	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	201 upstairs		0	0	C	8	C	NA	NA	Not In Use
Main	203 upstairs		0	0	C	9	C	NA	NA	Not In Use
Main	Preschool 102	Three Year Olds	1	8	C	12	C	NA	NA	Story
Main	Preschool Room 116	Five Year Olds	1	10	C	15	C	NA	NA	Homework
Main	Preschool room 117		0	0	C	15	C	NA	NA	Not In Use
Main	Preschool Room 118	Three Year Olds	2	15	C	19	C	NA	NA	Outside
Main	Preschool room 119		0	0	C	22	C	NA	NA	Not In Use
Main	Preschool Room 121	Four Year Olds	1	14	C	22	C	NA	NA	Outside
Main	Preschool Room 122		0	0	C	22	C	NA	NA	Not In Use
Main	Preschool room 123	Four Year Olds	1	8	C	19	C	NA	NA	Centers
Main	Preschool room 124		0	0	C	15	C	NA	NA	Not In Use
Main	Preschool Room 125	Four Year Olds	2	6	C	13	C	NA	NA	Outside
Main	Room 101	One Year Olds	1	5	C	6	C	NA	NA	Free Play
Main	Room 103/104	Three Year Olds	2	12	C	13	C	NA	NA	Snack
Main	Room 108	Three Year Olds	1	5	C	7	C	NA	NA	Snack
Main	Room 111	One Year Olds	1	5	C	6	C	NA	NA	Free Play
Main	Room 112	Infants and One Year Olds	1	5	C	7	C	NA	NA	Feeding,Nap,Flo or Play
Main	Room105		0	0	C	7	C	NA	NA	Not In Use
Main	Room107	Two Year Olds	1	5	C	7	C	NA	NA	Snack
Main	Upstairs 202	PreK	1	13	C	13	C	NA	NA	Centers
Main	Upstairs 204		0	0	C	16	C	NA	NA	Not In Use

Main	Upstairs 205	PreK	1	10	C	12	C	NA	NA	Centers
Main	Upstairs 206	PreK	2	10	C	13	C	NA	NA	Snack
Total Capacity @35 sq. ft.: 286					Total Capacity @25 sq. ft.: 0		Building @35 capacity limited by Heath Department Limitations			
Total # Children this Date: 131			Total Capacity @35 sq. ft.: 286		Total Capacity @25 sq. ft.: 0					


Building	Playground	Playground Occupancy	Playground Compliance
Main	2/3 Playground	29	C
Main	4/5 Playground	30	C
Main	Soccer Field	136	C
Main	Toddler Playground	8	C

**Comments**

Administrative Review was conducted on August 23, 2021. Staff files, children’s files, training, and background checks were all reviewed. A virtual inspection was conducted on August 30, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic.

Plan of Improvement: Developed This Date 08/23/2021

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.decgal.ga.gov/CCS/RulesAndRegulations.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@decgal.ga.gov](mailto:CCSRefutations@decgal.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://decgal.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).

Get started today! Sign up by completing a short online application: <https://qualityrated.decal.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@decal.ga.gov](mailto:qualityrated@decal.ga.gov)

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Amy Girton, Program Official

Date

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Mandi Sloan, 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**

Discussed rotating toys to support the procedures of daily disinfecting.

**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**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. The physical plant appeared to be clean and in good repair upon virtual walk through.

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. The physical plant appeared to be clean and in good repair upon virtual walk through.

### Food Service

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

591-1-1-.15 - The consultant discussed with the provider to ensure that infant feeding forms are updated regularly and that the newest feeding plan forms are being used.

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**Health and Hygiene**

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

Staff state proper knowledge of diapering procedures.

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

Staff were observed to remind children to wash hands.

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

Documentation for medication dispensing observed complete.

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**Policies and Procedures**

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**591-1-1-.21 Operational Policies & Procedures****Not Met****Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of records that no emergency drills were conducted during the month of November 2020.

**POI (Plan of Improvement)**

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

**Correction Deadline: 8/28/2021**

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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**

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

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

Center does not participate in field trips at this time.

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

Center does not provide routine transportation.

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**Sleeping & Resting Equipment**

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**Comment**

Pleasant naptime environment observed.

**Staff Records****Records Reviewed: 63****Records with Missing/Incomplete Components: 6**

Staff # 1	Met
Staff # 2	Met
Date of Hire: 08/10/2010	
Staff # 3	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 4	Met
Staff # 5	Met
Staff # 6	Met
Date of Hire: 08/10/2020	
Staff # 7	Met
Date of Hire: 08/08/2018	
Staff # 8	Met
Staff # 9	Not Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 10	Met
Staff # 11	Met
Date of Hire: 08/05/2019	
Staff # 12	Met
Staff # 13	Met
Staff # 14	Met
Date of Hire: 02/18/2014	
Staff # 15	Met
Date of Hire: 08/25/2016	

Staff # 16	Met
Date of Hire: 07/21/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 17	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 18	Met
Staff # 19	Met
Date of Hire: 08/09/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 20	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 21	Met
Date of Hire: 08/03/2018	
Staff # 22	Met
Date of Hire: 08/10/2006	
Staff # 23	Met
Staff # 24	Met
Staff # 25	Met
Date of Hire: 08/26/2006	
Staff # 26	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 27	Met
Date of Hire: 01/09/2014	
Staff # 28	Met
Date of Hire: 08/10/2020	
Staff # 29	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 30	Met
Date of Hire: 08/09/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>

Staff # 31 Date of Hire: 08/13/2018	Met
Staff # 32 Date of Hire: 09/09/2015	Met
Staff # 33 Date of Hire: 12/07/2020	Met
Staff # 34 Date of Hire: 08/03/2018	Met
Staff # 35 Date of Hire: 08/10/2010	Met
Staff # 36 Date of Hire: 07/26/2021	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 37 Date of Hire: 01/29/2021	Met
Staff # 38 Date of Hire: 07/26/2021	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 39 Date of Hire: 07/26/2021	Not Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 40 Date of Hire: 08/08/2014	Met
Staff # 41 Date of Hire: 08/05/2019	Met
Staff # 42 Date of Hire: 08/11/2008	Met
Staff # 43 Date of Hire: 10/30/2018	Met
Staff # 44 Date of Hire: 01/29/2016	Met



Staff # 45	Met
Staff # 46	Met
Date of Hire: 12/09/2020	
Staff # 47	Met
Date of Hire: 08/09/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 48	Met
Date of Hire: 08/04/2017	
Staff # 49	Met
Date of Hire: 07/29/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 50	Not Met
Date of Hire: 08/10/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 51	Met
Staff # 52	Met
Date of Hire: 08/07/2015	
Staff # 53	Met
Date of Hire: 02/02/2021	
Staff # 54	Met
Staff # 55	Met
Date of Hire: 08/10/2020	
Staff # 56	Met
Date of Hire: 01/26/2021	
Staff # 57	Not Met
Date of Hire: 08/24/2018	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 58	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>

Staff # 59	Met
Date of Hire: 07/26/2021	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 60	Not Met
Date of Hire: 04/20/2021	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 61	Met
Staff # 62	Not Met
Date of Hire: 08/03/2018	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 63	Met
Date of Hire: 10/30/2025	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>

**Staff Credentials Reviewed: 11****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Not Met****Finding**

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that staff person # 9 with a documented date of hire of July 26, 2021, staff person # 39 with a documented date of hire of July 26, 2021 and staff person # 50 with a documented date of hire of August 10, 2021 had not submitted a records check application and fingerprints to an authorized fingerprinting site. A one day letter was left on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will ensure the CRC rules are maintained.

**Correction Deadline: 8/23/2021****Finding**

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on a review of records that staff member # 9 with a documented date of hire of July 26, 2021 and staff member # 19 with a documented date of hire of July 29, 2021 were stated to be present at the center without a valid and current satisfactory comprehensive record check determination. A one day letter was left on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will ensure the CRC rules are maintained.

**Correction Deadline: 8/23/2021**

**Finding**

591-1-1-.09(1)(l)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on a review of records that staff person # 50 with a documented date of hire of August 10, 2021 was present at the center with a record check determination that expired on July 14, 2021. A one day letter was left on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will ensure that each Director, Employee and Provisional Employee has a Comprehensive Records Check Determination on file that has been issued within the past five years. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will ensure CRC rules are maintained.

**Correction Deadline: 8/23/2021**

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

**Not Met**

**Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that staff member 57, staff member 60 and staff member 62, who are beyond their first 90 days of employment, had not obtained certification in CPR and First Aid.

**POI (Plan of Improvement)**

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

**Correction Deadline: 9/22/2021**

**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**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

Adequate supervision observed on this date.