



**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:** 10/16/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 12:25 PM **Departure:** 4:35 PM

**CCLC-1783**

**Tabernacle Child Development Center**

1230 Laney Walker Blvd. Augusta, GA 30901 Richmond County  
 (706) 922-1954 children@tbcaugusta.org

**Mailing Address**

1223 Laney Walker Blvd  
 Augusta, GA 30901

**Regional Consultant**

Keshia Hayward

Phone: (678) 717-5129

Fax: (770) 359-5697

carrie.spangler@decal.ga.gov

Joint with: Melyn Smith

**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.
10/16/2018	Complaint Closure	Good Standing	
10/16/2018	Complaint Investigation & Monitoring Visit	Good Standing	
09/04/2018	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	Infants	2	10	C	11	C	NA	NA	Diapering, Nap
Main	B	Two Year Olds	3	12	C	12	C	NA	NA	Nap
Main	C	One Year Olds	2	10	C	12	C	NA	NA	Nap
Main	D/E	Three Year Olds and Four Year Olds	1	20	C	25	C	NA	NA	Nap
Main	F/G		0	0	C	19	C	NA	NA	
Total Capacity @35 sq. ft.: 79					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 52					Total Capacity @35 sq. ft.: 79					
					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Grassy Area	103	C
Main	Main-Play Yard	83	C

**Comments**

Plan of Improvement: Developed This Date 10/16/2018

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/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)

Mary-Anne Carter, Program Official

Date

Keshia Hayward, Consultant

Date

Melyn Smith, Consultant

Date



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### Findings Report

**Date:** 10/16/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 12:25 PM **Departure:** 4:35 PM

#### CCLC-1783

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The following information is associated with a Monitoring Visit:

### 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)

N/A

##### Comment

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 2**

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

Child # 1

Met

Child # 2

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing

**Finding**

591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, mental retardation or developmental disabilities which limit the child's participation in the program. It was determined based on a review of records that one of two children's files were missing the release person's address.

**POI (Plan of Improvement)**

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

**Correction Deadline: 10/16/2018**

**Recited on 10/16/2018**

	<b>Facility</b>
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**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 consultants observation that brooms, dust pans and swiffer cleaning mops were in spaces accessible to children throughout the center, a staff member' purse was on the diaper changing table in Classroom C and plastic trash bags and plastic bags storing styrofoam cups were on the tables, cubbies and in a tote accessible to children in classrooms D/E and F. It was further determined that baby wipes stating "keep out of reach of children" were observed on tables and in cubbies accessible to children throughout the building.

**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: 10/16/2018**

**Recited on 10/16/2018**

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

Not Met

**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 consultants' observation that the wooden fence had a gap measuring one inch and another gap measuring one and one half inches on the left side of the playground. It was further determined that gaps were present between the bottom of the ground and the wooden fence enclosing the playground on the far left side. It was even further determined that one wooden board was loose with a nail protruding on the left side of the playground.

**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: 10/16/2018**

**Technical Assistance**

591-1-1-.26(9) - Please ensure you repaint the exposed tree roots on the playground. Also please add more crystals to the ant pile located to the back of the playground to ensure ants are no longer active.

**Correction Deadline: 10/16/2018**

<b>Health and Hygiene</b>
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<b>591-1-1-.10 Diapering Areas &amp; Practices(CR)</b>	<b>Met</b>
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**Comment**

Staff stated proper knowledge of diapering procedures.

<b>591-1-1-.17 Hygiene(CR)</b>	<b>Not Met</b>
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**Comment**

Please ensure lids remain on trash containing organic waste.

**Finding**

591-1-1-.17(7)(a) requires washcloth handwashing be used only for infants when the infant is too heavy to hold or cannot stand safely and for children with special needs; requires that an individual washcloth be used only once for each child before laundering. It was determined based on consultants observation that a staff member did not wash one child's hands after his diaper was changed.

**POI (Plan of Improvement)**

The Center will train Staff on how to correctly use washcloth handwashing and will review and monitor.

**Correction Deadline: 10/16/2018**

<b>591-1-1-.20 Medications(CR)</b>	<b>Met</b>
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**Comment**

The Provider currently does not dispense/administer medication.

<b>Safety</b>
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<b>591-1-1-.11 Discipline(CR)</b>	<b>Met</b>
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**Comment**

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

<b>591-1-1-.36 Transportation(CR)</b>	<b>N/A</b>
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**Comment**

Center does not provide routine transportation.

<b>Sleeping &amp; Resting Equipment</b>
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<b>591-1-1-.30 Safe Sleeping and Resting Requirements(CR)</b>	<b>Met</b>
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**Comment**

591-1-1-.30(1)(b)1 please ensure that all cots and mats are of sound construction and that mats are in good repair, washable, covered with a waterproof materials. Four mats observed in the hallway were torn on the corners exposing foam.

**Correction Deadline: 10/16/2018**

## Staff Records

**Records Reviewed: 16**

**Records with Missing/Incomplete Components: 2**

Staff # 1 Date of Hire: 05/27/2014	Met
Staff # 2 Date of Hire: 06/11/2018	Met
Staff # 3 Date of Hire: 07/12/2018	Met
Staff # 4 Date of Hire: 04/17/2018	Met
Staff # 5 Date of Hire: 09/01/2017	Met
Staff # 6 Date of Hire: 05/05/2018 <u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.24(1)-10 Yr. Work History Missing	Not Met
Staff # 7 Date of Hire: 08/29/2018	Met
Staff # 8 Date of Hire: 10/15/2018	Met
Staff # 9 Date of Hire: 10/19/2016	Met
Staff # 10 Date of Hire: 01/14/2016	Met
Staff # 11 Date of Hire: 07/01/2015	Met
Staff # 12 Date of Hire: 05/08/2018	Met
Staff # 13 Date of Hire: 01/09/2013	Met
Staff # 14 Date of Hire: 06/11/2018	Not Met

**Records Reviewed: 16****Records with Missing/Incomplete Components: 2**"Missing/Incomplete Components"

.24(1)-10 Yr. Work History Missing

Staff # 15

Met

Date of Hire: 09/13/2018

Staff # 16

Met

Date of Hire: 08/14/2017

**Staff Credentials Reviewed: 16****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)**

**Met**

**Comment**

Criminal record checks were observed to be complete.

**591-1-1-.09 Criminal Records Check(CR)**

**Met**

**Correction Deadline: 9/4/2018**

**Corrected on 10/16/2018**

**.09(1)(g) - Citation corrected in that employee had evidence on file of completing a criminal background check.**

**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 one employee hired on May 5, 2018 did complete a seated First Aid/CPR course within 90 days of her hire date. An online First Aid and CPR course was completed on April 16, 2018.

**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: 10/16/2018**

**Recited on 10/16/2018**

**591-1-1-.24 Personnel Records**

**Not Met**

**Finding**

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on a review of records that two employees files did not contain their 10 year work history.

**POI (Plan of Improvement)**

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

**Correction Deadline: 10/16/2018**

**Recited on 10/16/2018**

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<b>591-1-1-.31 Staff(CR)</b>	<b>Met</b>
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**Comment**

Staff observed to be compliant with applicable laws and regulations.

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

Center observed to maintain appropriate staff:child ratios.

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<b>591-1-1-.32 Supervision(CR)</b>	<b>Met</b>
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**Comment**

Adequate supervision observed on this date.