



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: 9/10/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:15 AM **Departure:** 3:05 PM

CCLC-22112

Creme de la Creme

2349 Meadow Church Road Duluth, GA 30097 Gwinnett County
 (678) 389-4403 amaybank@cremedelacreme.com

Regional Consultant

Tasha McDonald

Phone: (770) 344-3353

Fax: (678) 891-5601

tasha.mcdonald@decal.ga.gov

Mailing Address

Same

Quality Rated: No

Compliance Zone Designation		
09/10/2018	Complaint Investigation & Monitoring Visit	Good Standing
09/10/2018	Complaint Closure	Good Standing
04/26/2018	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 - Creme Prep (4-5yrs)	Four Year Olds	1	13	C	22	C	NA	NA	Snack
Main	B - Coconut Theatre		0	0	C	13	C	NA	NA	
Main	C - Toddler Club C	Two Year Olds	1	6	C	19	C	NA	NA	Floor Play
Main	D - Pouponniere-Infant 2&3	Infants and One Year Olds	3	16	C	16	C	NA	NA	Floor Play,Nap
Main	E - Pouponniere-Infant 1	Infants	2	6	C	19	C	NA	NA	Floor Play,Nap
Main	F - Toddler Club A	Two Year Olds	1	7	C	18	C	NA	NA	Circle Time
Main	G - Toddler Club D	Two Year Olds	2	6	C	13	C	NA	NA	Circle Time
Main	H - Library	Two Year Olds	1	10	C	13	C	NA	NA	Story
Main	I - Math and Science		0	0	C	10	C	NA	NA	
Main	J - Music	Three Year Olds	2	9	C	12	C	NA	NA	Music
Main	K-Art	Three Year Olds	1	9	C	12	C	NA	NA	Art
Main	L-Computer Lab	Three Year Olds	1	9	C	11	C	NA	NA	Circle Time
Main	M - KREM TV		0	0	C	21	C	NA	NA	
Main	N-Private Kindergarten/ School Age	PreK	1	6	C	33	C	NA	NA	Outside
Main	O-Gym		0	0	C	31	C	NA	NA	
Main	Q- G2	Two Year Olds and Three Year Olds	1	8	C	21	C	NA	NA	Outside,Transitioning
Main	R-G3	Three Year Olds	1	10	C	25	C	NA	NA	Lunch

Total Capacity @35 sq. ft.: 309	Total Capacity @25 sq. ft.: 0
Total # Children this Date: 115	Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A- Tennis Court	29	C
Main	B- Basketball area	110	C
Main	C- Rabbit Run	274	C
Main	D- Tot Lot	52	C
Main	Waterpark	0	C

Comments

The purpose of this visit was to conduct a complaint investigation and monitoring visit and to follow-up on the previous visit completed on April 26, 2018.

Plan of Improvement: Developed This Date 09/10/2018

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.decal.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@decal.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://decal.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.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

Angel Maybank, Program Official

Date

Tasha McDonald, Consultant

Date



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Findings Report

Date: 9/10/2018 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:15 AM **Departure:** 3:05 PM

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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)

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

No hazards observed accessible to children on this date.

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

Not Met

Correction Deadline: 5/10/2018

Corrected on 9/10/2018

.26(8) - The previous citation was observed to be corrected on this date. Consultant observed six inches of resilient surface around the fall zones beneath the swings on the left playground on this date.

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on consultant's observation that the following hazards were observed on the center's playground areas:

- Back Right Playground - Ant mounds were observed on the front left side of the playground area of Playground B-Basketball area.
- Back Left Playground - Several ant mounds were observed near the playground structure on the Tot Lot playground.

POI (Plan of Improvement)

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 9/10/2018

Health and Hygiene

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

Proper diapering procedures observed.

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

Staff were observed to remind children to wash hands.

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

Documentation for medication dispensing observed complete.

Safety

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

Age-appropriate discussion and/or redirection observed.

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

Complete documentation of transportation observed.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position.

Comment

Pleasant naptime environment observed.

Staff Records

Records Reviewed: 36

Records with Missing/Incomplete Components: 0

Staff # 1

Met

Date of Hire: 10/12/2012

Staff # 2	Met
Staff # 3	Met
Date of Hire: 09/12/2014	
Staff # 4	Met
Date of Hire: 07/21/2016	
Staff # 5	Met
Staff # 6	Met
Date of Hire: 05/29/2018	
Staff # 7	Met
Date of Hire: 07/07/2018	
Staff # 8	Met
Date of Hire: 09/09/2018	
Staff # 9	Met
Staff # 10	Met
Staff # 11	Met
Date of Hire: 04/24/2017	
Staff # 12	Met
Date of Hire: 08/12/2008	
Staff # 13	Met
Date of Hire: 08/12/2008	
Staff # 14	Met
Date of Hire: 07/16/2016	
Staff # 15	Met
Date of Hire: 09/09/2015	
Staff # 16	Met
Date of Hire: 12/18/2017	
Staff # 17	Met
Date of Hire: 03/15/2016	
Staff # 18	Met
Date of Hire: 07/16/2018	

Staff # 19 Date of Hire: 08/09/2017	Met
Staff # 20 Date of Hire: 07/29/2013	Met
Staff # 21 Date of Hire: 08/03/2016	Met
Staff # 22 Date of Hire: 01/24/2007	Met
Staff # 23 Date of Hire: 06/25/2009	Met
Staff # 24 Date of Hire: 09/08/2015	Met
Staff # 25	Met
Staff # 26 Date of Hire: 01/28/2018	Met
Staff # 27 Date of Hire: 08/09/2016	Met
Staff # 28	Met
Staff # 29 Date of Hire: 02/15/2017	Met
Staff # 30 Date of Hire: 02/15/2017	Met
Staff # 31 Date of Hire: 09/09/2016	Met
Staff # 32 Date of Hire: 08/17/2017	Met
Staff # 33 Date of Hire: 09/05/2017	Met
Staff # 34 Date of Hire: 07/31/2015	Met

Staff # 35 Met
Date of Hire: 07/14/2014

Staff # 36 Met
Date of Hire: 06/06/2014

Staff Credentials Reviewed: 36

591-1-1-.09 Criminal Records Check(CR) Not Met

Technical Assistance

591-1-1-.09 - Consultant advised the provider that beginning October 1, 2018:

- That local background checks (with purpose code “W”) will no longer be accepted (no more 21-day provisional employment).
- Everyone must have at least a fingerprint-based background check letter before they can be present at the center to care for children.
- The new definition of Provisional Employee includes those with only a satisfactory Fingerprint Records Check Determination. People with this type of clearance are allowed on site, but must be under the direct and continuous supervision of a Director or Employee with a satisfactory Comprehensive Records Check Determination.
- A new comprehensive background check must be run for anyone who has had a lapse of employment in the child care industry that lasts 6 months or longer. (Students-in-Training are considered “employed in the child care industry” if they’ve been enrolled in a child care related curriculum.)

Finding

591-1-1-.09(1)(c) requires the Center to maintain valid evidence of a satisfactory criminal records check for the Director, each Employee and each Provisional Employee of the Child Care Learning Center for the duration of their employment plus one year, such evidence must be made immediately available to the Department upon request. It was determined based on consultant’s investigative findings that an independent contractor was allowed to work around children without a satisfactory records check determination on file on this date.

POI (Plan of Improvement)

The Center will ensure that valid evidence of satisfactory CRC's are maintained and are immediately available to the Department for the duration of the Employees employment plus one year.

Correction Deadline: 9/10/2018

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

Comment

Staff observed to be compliant with applicable laws and regulations.

Comment

The director provided two files for new staff members hired since the previous visit was conducted on April 26, 2018. Consultant observed two of two newly hired staff members to have evidence of a current satisfactory determination letter on file on this date.

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.