



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: 9/10/2020 **VisitType:** Licensing Study **Arrival:** 11:30 AM **Departure:** 1:45 PM

CCLC-22112

Creme de la Creme

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

Mailing Address
 Same

Regional Consultant

Leena Mitchell

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Joint with: Karyn Presley

Quality Rated: No

Compliance Zone Designation			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.
09/10/2020	Licensing Study	Good Standing	
01/14/2020	Monitoring Visit	Good Standing	
07/24/2019	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 - Creme Prep (4-5yrs)		0	0	C	22	C	NA	NA	
Main	B - Coconut Theatre		0	0	C	13	C	NA	NA	
Main	C - Toddler Club C		0	0	C	19	C	NA	NA	
Main	D - Pouponniere-Infant 2&3	Infants and One Year Olds	2	9	C	16	C	NA	NA	Nap,Free Play
Main	E - Pouponniere-Infant 1	Infants	1	3	C	19	C	NA	NA	Free Play
Main	F - Toddler Club A	One Year Olds	1	6	C	18	C	NA	NA	Nap
Main	G - Toddler Club D		0	0	C	13	C	NA	NA	
Main	H - Library	Six Year Olds and Over	1	2	C	13	C	NA	NA	Homework
Main	I - Math and Science		0	0	C	10	C	NA	NA	
Main	J - Music	Two Year Olds and Three Year Olds	1	7	C	12	C	NA	NA	Nap
Main	K-Art		0	0	C	12	C	NA	NA	
Main	L-Computer Lab		0	0	C	11	C	NA	NA	
Main	M - KREM TV		0	0	C	21	C	NA	NA	
Main	N-Private Kindergarten/ School Age	Four Year Olds and Five Year Olds and Six Year Olds and Over	1	15	C	33	C	NA	NA	Free Play
Main	O-Gym	Four Year Olds	1	13	C	31	C	NA	NA	Nap
Main	Q- G2	Two Year Olds	2	9	C	21	C	NA	NA	Circle Time
Main	R-G3	Three Year Olds and Four Year Olds	2	14	C	25	C	NA	NA	Circle Time

	Total Capacity @35 sq. ft.: 309	Total Capacity @25 sq. ft.: 0
Total # Children this Date: 78	Total Capacity @35 sq. ft.: 309	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

An Administrative Review was conducted on September 9, 2020. Staff files, children’s files, training, and background checks were all reviewed. A virtual inspection was conducted on September 10, 2020 with the director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on August 15, 2020 was reviewed during the virtual inspection.

Plan of Improvement: No Plan Developed

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.

- 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.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

Karyn Presley, Consultant Date

Leena Mitchell, 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.

Comment

Equipment and furniture observed to be properly secured, as applicable.

591-1-1-.35 Swimming Pools & Water-related Activities(CR)

Met

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

591-1-1-.08 Children's Records

Met

Comment

Records were observed to be complete and well organized.

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

Bathrooms observed to be clean and well maintained.

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**

Center appears clean and well maintained.

Comment

Please be mindful to keep items that pose a hazard inaccessible to children.

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

Playground not observed on this date due to Covid-19 virtual inspection.

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

Consultant discussed with provider the current USDA guidelines. Replacing 2% milk with 1% and adding whole wheat options.

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

Kitchen appears clean and well organized.

Health and Hygiene**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 stated proper handwashing procedures.

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 stated proper discipline techniques.

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

Comment

Center does not participate in field trips at this time.

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

Correction Deadline: 1/15/2020

Corrected on 9/10/2020

.36(7)(c)2. - The consultant observed the previous citation to be corrected in that the consultant observed the center to document the load and unloading of children on the school transportation forms reviewed.

Correction Deadline: 1/15/2020

Corrected on 9/10/2020

.36(7)(c)3. - The consultant observed the previous citation to be corrected in that the consultant observed the center to document the arrival and departure times on the school transportation forms reviewed.

Sleeping & Resting Equipment

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

Comment

Pleasant naptime environment observed.

Consultant discussed with provider that children shall be placed on cots and mats so that one child's head is toward another child's feet in the same row.

Comment

Staff stated proper sleep safe guidelines.

Technical Assistance

591-1-1-.30(1)(a)3 - Consultant discussed the following rule with provider: requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 9/10/2020

Staff Records

Records Reviewed: 23

Records with Missing/Incomplete Components: 2

Staff # 1 Met

Date of Hire: 07/21/2014

Staff # 2 Met

Date of Hire: 06/21/2015

Staff # 3 Met

Date of Hire: 12/18/2017

Staff # 4 Met

Date of Hire: 07/14/2014

Staff # 5 Date of Hire: 09/13/2019	Met
Staff # 6 Date of Hire: 08/07/2006	Met
Staff # 7 Date of Hire: 03/14/2019	Met
Staff # 8 Date of Hire: 10/07/2019	Met
Staff # 9 Date of Hire: 06/25/2009	Met
Staff # 10 Date of Hire: 07/09/2019	Met
Staff # 11 Date of Hire: 05/15/2015	Met
Staff # 12 Date of Hire: 09/23/2019	Met
Staff # 13 Date of Hire: 03/21/2019	Met
Staff # 14 Date of Hire: 10/08/2013	Met
Staff # 15 Date of Hire: 08/14/2012	Met
Staff # 16 Date of Hire: 08/01/2014	Met
Staff # 17 Date of Hire: 05/04/2020 <u>"Missing/Incomplete Components"</u> .09-Criminal Records Check Missing	Not Met
Staff # 18 Date of Hire: 09/01/2020 <u>"Missing/Incomplete Components"</u>	Not Met

.09-Criminal Records Check Missing

Staff # 19	Met
Date of Hire: 07/21/2014	
Staff # 20	Met
Date of Hire: 07/21/2016	
Staff # 21	Met
Date of Hire: 02/19/2019	
Staff # 22	Met
Date of Hire: 06/06/2014	
Staff # 23	Met
Date of Hire: 10/12/2012	

Staff Credentials Reviewed: 11**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Not Met****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 review of records that staff member #17, date of hire May 4, 2020, did not have evidence of a current satisfactory comprehensive criminal record check letter on file. Staff member #17 was observed to have evidence of a previous satisfactory comprehensive criminal record check letter that expired on September 2, 2020, but submitted a criminal record check application to the department on September 8, 2020. Staff member #17 was observed to be caring for fifteen three-year-old and four-year-old children in classroom R-G3. 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: 9/10/2020

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on review of records that the center did not submit a portability request for a satisfactory comprehensive criminal record check letter for staff member #18, date of hire September 1, 2020. Staff member #18 was observed to have evidence of a satisfactory comprehensive criminal record check letter issued on January 30, 2020. A one-day letter was left on this date.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The staff member was immediately successfully ported to the facility. The Center will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The Center will ensure CRC rules are maintained.

Correction Deadline: 9/11/2020

Recited on 9/10/2020

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

Met

Comment

Evidence observed of 50% of center staff certified in First Aid and CPR.

Comment

Please be mindful of training expiration dates.

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

Met

Comment

Staff observed to be compliant with applicable laws and regulations. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on this date. The program was in compliance with the Executive Order issued on August 15, 2020.

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)

Technical Assistance

Technical Assistance

591-1-1-.32 - Consultant discussed with provider active supervision requirements.

Comment

Center observed to maintain appropriate staff:child ratios.