



**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:** 3/5/2020    **VisitType:** Licensing Study    **Arrival:** 10:55 AM    **Departure:** 4:00 PM

**CCLC-2486**

**Sisu**

2360 Murphy Blvd Gainesville, GA 30504 Hall County  
 (770) 535-8372 cbaker@mysisu.org

**Regional Consultant**

Malissa Champion

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**Mailing Address**

P.O. Box 5758  
 Gainesville, GA 30504

**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.
03/05/2020	Licensing Study	Good Standing	
10/03/2019	Monitoring Visit	Good Standing	
06/11/2019	Complaint Closure	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		0	0	C	9	C	NA	NA	
Main	B	One Year Olds and Two Year Olds	5	8	C	12	C	NA	NA	Music
Main	C	Two Year Olds and Three Year Olds	2	11	C	12	C	NA	NA	Transitioning
Main	D	Two Year Olds and Three Year Olds	5	11	C	12	C	17	C	Art,Music
Main	E	Three Year Olds and Four Year Olds	2	10	C	12	C	NA	NA	Centers
Main	F	PreK	3	18	C	20	C	NA	NA	Snack
Main	G	Three Year Olds and Five Year Olds	6	6	C	11	C	NA	NA	Music
Main	H	Four Year Olds and Five Year Olds	3	12	C	20	C	NA	NA	Story
Main	I	Three Year Olds and Four Year Olds	3	8	C	12	C	NA	NA	Free Play
Main	J	Four Year Olds and Five Year Olds	2	9	C	12	C	NA	NA	Free Play
Main	K	Four Year Olds and Five Year Olds	2	7	C	12	C	NA	NA	Free Play
Main	L	Five Year Olds	4	12	C	20	C	NA	NA	Free Play
Main	M	Infants and One Year Olds	4	9	C	19	C	NA	NA	Floor Play,Feeding,Diapering,Nap

	Total Capacity @35 sq. ft.: 183	Total Capacity @25 sq. ft.: 188
Total # Children this Date: 121	Total Capacity @35 sq. ft.: 183	Total Capacity @25 sq. ft.: 188


Building	Playground	Playground Occupancy	Playground Compliance
Main	PLAYGROUND A	131	C
Main	Playground B	68	C
Main	Playground C	109	C

**Comments**

The purpose of this visit was to conduct a licensing study and to follow up on the previous visit conducted on October 3, 2019.

Plan of Improvement: Developed This Date 03/05/2020

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.al.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@dec.al.ga.gov](mailto:CCSRefutations@dec.al.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://dec.al.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](mailto:qualityrated@dec.state.ga.us)

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Carla Baker, Program Official

Date

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Malissa Champion, Consultant

Date



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### Findings Report

**Date:** 3/5/2020      **VisitType:** Licensing Study      **Arrival:** 10:55 AM      **Departure:** 4:00 PM

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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: 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**

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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)** **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 observation that in Classroom F there were two (2) staff purses located in an unlocked cabinet in reach of children on this date. It was also observed that a bottle of dish soap was located in an unlocked cabinet beneath the changing table in the bathroom of Classroom F on this date.

**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: 3/5/2020**

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

**Comment**

Playground observed to be clean and in good repair.

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**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.

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**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.

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**Policies and Procedures**

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**591-1-1-.21 Operational Policies & Procedures** **Met**

**Comment**

Consultant observed complete emergency drills on this date.

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

**Met**

**Comment**

Observed all required posted notices.

**591-1-1-.29 Required Reporting**

**Met**

**Comment**

Thank you for reporting as required.

**Safety**

**591-1-1-.05 Animals**

**Met**

**Comment**

Animals maintained clean and appropriately caged.

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

**Met**

**Comment**

Age-appropriate discussion and/or redirection observed.

**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**

**Comment**

Center does not provide routine transportation.

**Sleeping & Resting Equipment**

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

**Met**

**Comment**

Discussed SIDS and infant sleeping position.

**Correction Deadline: 10/3/2019**

**Corrected on 3/5/2020**

**.30(1)(b)3 - The previous citation was observed to be corrected on this date. The consultant observed all mats and cots throughout the center to be have sheets for individual use on this date.**

**Staff Records**

**Records Reviewed: 42**

**Records with Missing/Incomplete Components: 5**

Staff # 1 Met  
Date of Hire: 12/17/2015

Staff # 2 Met  
Date of Hire: 08/21/2017

Staff # 3 Met

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Date of Hire: 02/25/2019

Staff # 4 Not Met

Date of Hire: 09/08/2015

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 5 Met

Date of Hire: 08/21/2017

Staff # 6 Met

Date of Hire: 08/28/2013

Staff # 7 Met

Date of Hire: 10/28/2019

Staff # 8 Met

Date of Hire: 01/23/2020

Staff # 9 Met

Date of Hire: 08/28/2018

Staff # 10 Met

Date of Hire: 01/09/2009

Staff # 11 Met

Date of Hire: 10/04/2012

Staff # 12 Not Met

Date of Hire: 11/04/2019

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 13 Met

Date of Hire: 01/06/2020

Staff # 14 Met

Date of Hire: 02/10/2020

Staff # 15 Met

Date of Hire: 08/09/2010

Staff # 16 Met

Date of Hire: 09/12/2006

Staff # 17 Date of Hire: 08/06/2019	Met
Staff # 18 Date of Hire: 08/09/2010	Met
Staff # 19 Date of Hire: 12/03/2003	Met
Staff # 20	Met
Staff # 21 Date of Hire: 09/24/2018	Met
Staff # 22 Date of Hire: 08/07/2018	Met
Staff # 23 Date of Hire: 08/24/2016	Met
Staff # 24 Date of Hire: 08/21/2019	Met
Staff # 25 Date of Hire: 09/16/2015 <u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.14(2)-First Aid Missing	Not Met
Staff # 26 Date of Hire: 03/05/2020 <u>"Missing/Incomplete Components"</u> .09-Criminal Records Check Missing	Not Met
Staff # 27 Date of Hire: 09/30/2013	Met
Staff # 28 Date of Hire: 03/19/2019	Met
Staff # 29 Date of Hire: 02/27/2018	Met
Staff # 30 Date of Hire: 08/30/2004	Met



**Records Reviewed: 42**

**Records with Missing/Incomplete Components: 5**

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Staff # 31	Met
Staff # 32	Met
Date of Hire: 01/05/2018	
Staff # 33	Met
Date of Hire: 03/19/2009	
Staff # 34	Met
Date of Hire: 11/14/2016	
Staff # 35	Met
Date of Hire: 08/08/2016	
Staff # 36	Met
Date of Hire: 08/07/2018	
Staff # 37	Met
Date of Hire: 01/08/2020	
Staff # 38	Met
Date of Hire: 08/10/2003	
Staff # 39	Met
Date of Hire: 01/21/2020	
Staff # 40	Met
Date of Hire: 09/16/2019	
Staff # 41	Not Met
Date of Hire: 08/21/2017	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 42	Met
Date of Hire: 11/28/2018	

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**Staff Credentials Reviewed: 16**

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**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)**

**Not Met**

**Comment**

Director provided 11 files for employees hired since last visit on October 3, 2019.

**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 #40, a vision therapist who was with the school system, was observed to be in Classroom G interacting with children on this date without evidence of submitting both a Records Check Application to the Department 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 view the A to Z Background Check video units to ensure the CRC rules are maintained.

**Correction Deadline: 3/5/2020**

**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 #40, a vision therapist who was with the school system, was observed to be interacting with children in Classroom G on this date without evidence of a valid and current satisfactory Comprehensive Records Check Determination on file.

**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 view the A to Z Background Check video units to ensure the CRC rules are maintained.

**Correction Deadline: 3/5/2020**

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**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 #5, staff #17, staff #34, staff #39, staff #62 and staff #65 did not have evidence of current first aid and CPR training on this date.

**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: 4/4/2020**

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**591-1-1-.33 Staff Training****Not Met****Finding**

591-1-1-.33(3) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on a review of records that Staff #15 hired February 12, 2019, staff #17 hired November 4, 2019, staff #34 hired November 4, 2019 and staff #46 hired August 6, 2019, did not have evidence of completing health and safety orientation training within the first 90 days of employment.

**POI (Plan of Improvement)**

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates and will ensure that the training includes all required components as required.

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

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

Staff observed to be compliant with applicable laws and regulations.

<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**

Staff observed to provide direct supervision and be attentive to children's needs.