



**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:** 6/10/2019    **VisitType:** Licensing Study    **Arrival:** 10:10 AM    **Departure:** 5:05 PM

**CCLC-25727**

**Kids 'R' Kids #25**

2360 Ronald Reagan Parkway Snellville, GA 30078 Gwinnett County  
 (770) 979-6767 almona1060@gmail.com

**Regional Consultant**

Dianne Clarke

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dianne.clarke@decal.ga.gov

**Mailing Address**

Same

**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.
06/10/2019	Licensing Study	Good Standing	
01/16/2019	Complaint Investigation Follow Up	Good Standing	
01/16/2019	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 1L - Infant Suite	Infants and One Year Olds	2	9	C	15	C	NA	NA	Free Play, Nap, Diapering
Main	B 2L - Suite 100	One Year Olds	2	6	C	16	C	NA	NA	Free Play
Main	C 3L - Suite 150	One Year Olds	2	5	C	18	C	NA	NA	Free Play
Main	D 1R - Suite 250	Two Year Olds	1	9	C	23	C	NA	NA	Outside
Main	E 2R - Suite 300	Two Year Olds and Three Year Olds	2	19	C	22	C	NA	NA	Centers
Main	F 3R - Suite 350	Three Year Olds	2	9	C	22	C	NA	NA	Centers
Main	G 4R - Suite 400	Three Year Olds and Four Year Olds	2	8	C	24	C	34	C	Centers
Main	H 5R - Suite 450	Four Year Olds	1	12	C	23	C	33	C	Centers
Main	I Center Right	Six Year Olds and Over	1	9	C	30	C	41	C	Centers
Main	J Left Rear Gym	Six Year Olds and Over	1	11	C	59	C	83	C	Centers
Main	K Middle Cafe		0	0	C	24	C	34	C	
Total Capacity @35 sq. ft.: 276						Total Capacity @25 sq. ft.: 341				
Total # Children this Date: 97						Total Capacity @25 sq. ft.: 341				

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG Left	18	C
Main	PG Rear	141	C

**Comments**

Plan of Improvement: Developed This Date 06/10/2019

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.al.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@dec.al.ga.gov](mailto:qualityrated@dec.al.ga.gov)

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Mona Roberts, Program Official

Date

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Dianne Clarke, 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)**

**Not Met**

**Finding**

591-1-1-.12(4) requires that equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over. It was determined based on observation that a child in the I Center Right classroom tipped over a pretend play fridge which was not secure as the consultant walked into the classroom.

**POI (Plan of Improvement)**

The Center will ensure that the identified equipment or furniture and any other such existing or future items are secured adequately and will have a system for checking these for stability.

**Correction Deadline: 6/10/2019**

**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**

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

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**591-1-1-.26 Playgrounds(CR)****Not Met****Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on observation that the coating on the stairs to the right of the climbing structure was observed to be cracking revealing the metal and in need of repair on the Right Rear playground.

**POI (Plan of Improvement)**

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

**Correction Deadline: 6/20/2019****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 observation that there was a four inch gap at the bottom of the double gate on the right rear 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: 6/11/2019**

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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**

Discussed proper medication documentation and procedures.

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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 there was not a tornado drill completed in the six month required period. The last drill was conducted in July 2018.

**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: 6/15/2019**

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**Safety**

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

Age-appropriate discussion and/or redirection observed.

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

Complete documentation of transportation observed.

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**Sleeping & Resting Equipment**

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

Discussed SIDS and infant sleeping position.

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**Staff Records**

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**Records Reviewed: 35****Records with Missing/Incomplete Components: 2**

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Staff # 1

Met

Date of Hire: 05/28/2019

Staff # 2

Met

Date of Hire: 05/23/2017

Staff # 3

Not Met

Date of Hire: 05/14/2018

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 4

Met

Date of Hire: 08/01/2017

Staff # 5

Met

Date of Hire: 01/03/2019

Staff # 6

Met

Date of Hire: 09/19/2018

Staff # 7

Not Met

Date of Hire: 01/02/2019

"Missing/Incomplete Components"

.14(2)-CPR missing

Staff # 8

Met

Date of Hire: 08/10/2016

Staff # 9

Met

Date of Hire: 03/08/2019

Staff # 10 Date of Hire: 03/20/2017	Met
Staff # 11 Date of Hire: 05/10/2018	Met
Staff # 12 Date of Hire: 05/28/2019	Met
Staff # 13 Date of Hire: 05/01/2019	Met
Staff # 14 Date of Hire: 05/10/2016	Met
Staff # 15 Date of Hire: 12/19/2016	Met
Staff # 16 Date of Hire: 06/04/2018	Met
Staff # 17 Date of Hire: 05/06/2019	Met
Staff # 18 Date of Hire: 08/28/2018	Met
Staff # 19 Date of Hire: 11/07/2016	Met
Staff # 20 Date of Hire: 08/06/2014	Met
Staff # 21 Date of Hire: 05/13/2019	Met
Staff # 22 Date of Hire: 08/01/2018	Met
Staff # 23 Date of Hire: 04/26/2019	Met
Staff # 24	Met
Staff # 25	Met

**Records Reviewed: 35****Records with Missing/Incomplete Components: 2**

Date of Hire: 08/03/2018

Staff # 26 Met

Date of Hire: 07/24/2017

Staff # 27 Met

Date of Hire: 05/01/2019

Staff # 28 Met

Date of Hire: 06/10/2019

Staff # 29 Met

Date of Hire: 01/20/2015

Staff # 30 Met

Date of Hire: 01/22/2019

Staff # 31 Met

Date of Hire: 04/26/2010

Staff # 32 Met

Date of Hire: 07/24/2017

Staff # 33 Met

Date of Hire: 02/18/2019

Staff # 34 Met

Date of Hire: 08/06/2018

Staff # 35 Met

Date of Hire: 06/04/2018

**Staff Credentials Reviewed: 35****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Criminal record checks were observed to be complete.

**Comment**

Director provided 13 files for employees hired since last visit.

**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 staff did not have evidence of a current CPR certificate. The CPR course was completed online.

**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: 7/10/2019**

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

**Not Met**

**Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on a review of records that one lead teacher did not have evidence of current education credential. The credential expired on May 1, 2019.

**POI (Plan of Improvement)**

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

**Correction Deadline: 9/10/2019**

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<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**

Adequate supervision observed on this date.