



**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:** 7/13/2020    **VisitType:** Licensing Study    **Arrival:** 9:10 AM    **Departure:** 10:10 AM

**CCLC-26143**

**Millennium Academy**

110 Redding Drive Bremen, GA 30110 Haralson County  
 (770) 537-6464 jcw0224@att.net

**Regional Consultant**

Rachael Brown

Phone: (770) 342-7795  
 Fax: (678) 891-5887  
 rachael.brown@decal.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** ★

<b>Compliance Zone Designation</b>		
07/13/2020	Licensing Study	Good Standing
10/31/2019	Monitoring Visit	Good Standing
06/13/2019	Monitoring Visit	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-Infant Room	Infants	1	3	C	7	C	NA	NA	Floor Play	
Main	B- One Year Old	One Year Olds	1	6	C	10	C	NA	NA	Circle Time	
Main	C-2 Year Old	Two Year Olds	2	10	C	14	C	NA	NA	Outside	
Main	D-3 Years	Three Year Olds	1	8	C	18	C	NA	NA	Circle Time	
Main	E- 1&2 Year		0	0	C	12	C	NA	NA	Not In Use	
Main	F-4yrs. old	Four Year Olds and Five Year Olds and Six Year Olds and Over	2	18	C	24	C	NA	NA	Outside	
Main	G		0	0	C	9	C	NA	NA	Not In Use	
Total Capacity @35 sq. ft.:			94			Total Capacity @25 sq. ft.:			0		
Total # Children this Date: 45			Total Capacity @35 sq. ft.:			Total Capacity @25 sq. ft.:			0		

Building	Playground	Playground Occupancy	Playground Compliance
Main	A-Infant/Toddler	14	C
Main	B-3 yrs. & older	29	C

**Comments**

An Administrative Review was conducted on July 13, 2020. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on July 15, 2020 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on May 12, 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.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.

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#### 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.

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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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Jennifer Wood, Program Official

Date

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Rachael Brown, 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)**

**Technical Assistance**

**Technical Assistance**

591-1-1-.12(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. This rule was unable to be evaluated and will be evaluated on the next regulatory visit.

**Correction Deadline: 7/13/2020**

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

**N/A**

**Comment**

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 5**

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

Child # 1	Met
Child # 2	Met
Child # 3	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(3)-Address of Release Person Missing	
Child # 4	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(3)-Address of Release Person Missing	
Child # 5	Met

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**591-1-1-.08 Children's Records****Technical Assistance****Technical Assistance**

591-1-1-.08(1) - Ensure a complete address is obtained for persons authorized to pick up children.

**Correction Deadline: 7/13/2020**

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**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)****Technical Assistance****Technical Assistance**

591-1-1-.19(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. Licensed capacity was observed to be met during the virtual walk through.

**Correction Deadline: 7/13/2020**

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**591-1-1-.25 Physical Plant - Safe Environment(CR)****Technical Assistance****Technical Assistance**

591-1-1-.25(13) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through the center appeared to free of hazards this date. Storage of cleaning supplies and materials and supplies were discussed

**Correction Deadline: 7/13/2020**

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

591-1-1-.26(9) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through the playground area was observed and appeared to be in good repair

**Correction Deadline: 7/13/2020**

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**Food Service**

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**591-1-1-.15 Food Service & Nutrition****Technical Assistance****Technical Assistance**

591-1-1-.15(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through food storage was observed. Food was observed to be stored on shelving, separately from cleaning products

**Correction Deadline: 7/13/2020**

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**591-1-1-.18 Kitchen Operations****Technical Assistance****Technical Assistance**

591-1-1-.18(7) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through food storage was observed. Food was observed to be stored on shelving, separately from cleaning products

**Correction Deadline: 7/13/2020**

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**Health and Hygiene**

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**591-1-1-.10 Diapering Areas & Practices(CR)****Technical Assistance**

**Technical Assistance**

591-1-1-.10(2) - A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing and sanitizing requirements for diapering were discussed with the Director/Provider on this date. During the virtual walk through the provider displayed proper knowledge of the rules and regulations.

**Correction Deadline: 7/13/2020**

**591-1-1-.17 Hygiene(CR)****Technical Assistance****Technical Assistance**

591-1-1-.17(7) - A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing and sanitizing requirements for diapering were discussed with the Director on this date. Liquid soap and paper towels were observed accessible in the restroom area.

**Correction Deadline: 7/13/2020**

**591-1-1-.20 Medications(CR)****N/A****Comment**

The Provider currently does not dispense/administer medication.

**Policies and Procedures**

**591-1-1-.21 Operational Policies & Procedures****Technical Assistance****Technical Assistance**

591-1-1-.21(3) - A Virtual Visit was conducted due to the COVID-19 pandemic. This rule was unable to be evaluated and will be evaluated on the next regulatory visit.

**Correction Deadline: 7/18/2020**

**Safety**

**591-1-1-.05 Animals****N/A****Comment**

Center does not keep animals on premises.

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

591-1-1-.11(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through. Regulations regarding proper discipline were discussed with the Director/Provider on this date.

**Correction Deadline: 7/13/2020**

**591-1-1-.13 Field Trips(CR)****Not Evaluated****Comment**

591-1-1-.13(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. Per the Provider, all field trips have been suspended in accordance with the Executive Order.

**Correction Deadline: 7/13/2020**

**591-1-1-.36 Transportation(CR)****Technical Assistance****Technical Assistance**

591-1-1-.36(2) - A Virtual Visit was conducted due to the COVID-19 pandemic. Per the provider, routine transportation has been suspended in compliance with the Executive Order.

**Correction Deadline: 7/18/2020**

**Sleeping & Resting Equipment**

**Technical Assistance**

591-1-1-.30(2) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through SIDS and infant sleeping position was discussed.

**Correction Deadline: 7/13/2020**

**Staff Records****Records Reviewed: 24****Records with Missing/Incomplete Components: 2**

Staff # 1 Date of Hire: 06/30/2020	Met
Staff # 2 Date of Hire: 05/15/2016	Met
Staff # 3 Date of Hire: 01/05/2012	Met
Staff # 4	Met
Staff # 5 Date of Hire: 08/01/2019	Met
Staff # 6 Date of Hire: 10/01/2018	Met
Staff # 7 Date of Hire: 10/15/2018	Met
Staff # 8	Met
Staff # 9 Date of Hire: 09/03/2019	Met
Staff # 10 Date of Hire: 12/30/2019	Not Met
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 11 Date of Hire: 08/29/2018	Met
Staff # 12 Date of Hire: 08/01/2019	Met

**Records Reviewed: 24****Records with Missing/Incomplete Components: 2**

Staff # 13 Date of Hire: 08/12/2019	Met
Staff # 14 Date of Hire: 05/13/2019	Met
Staff # 15 Date of Hire: 05/22/2017	Not Met
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training	
Staff # 16 Date of Hire: 08/01/2019	Met
Staff # 17 Date of Hire: 03/27/2017	Met
Staff # 18 Date of Hire: 07/06/2020	Met
Staff # 19 Date of Hire: 05/28/2019	Met
Staff # 20 Date of Hire: 08/01/2014	Met
Staff # 21 Date of Hire: 08/01/2019	Met
Staff # 22 Date of Hire: 09/24/2018	Met
Staff # 23 Date of Hire: 03/04/2019	Met
Staff # 24 Date of Hire: 08/01/2008	Met

**Staff Credentials Reviewed: 11****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Criminal record checks were observed to be complete.

**Comment**

Director provided three files for employees hired since last visit.



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**591-1-1-.14 First Aid & CPR****Technical Assistance****Technical Assistance**

591-1-1-.14(2) - Ensure that all staff obtain CPR/First Aid certification once the Center's chosen approved entity reschedules training classes.

**Correction Deadline: 8/12/2020**

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**591-1-1-.33 Staff Training****Technical Assistance****Technical Assistance**

591-1-1-.33(5) - Ensure all staff assigned direct child care responsibilities obtain 10 clock hours of training each calendar year.

**Correction Deadline: 8/12/2020**

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**591-1-1-.31 Staff(CR)****Technical Assistance****Comment**

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

**Technical Assistance**

591-1-1-.31(13) - 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 May 12, 2020.

**Correction Deadline: 7/13/2020**

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

591-1-1-.32(1) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through appropriate ratio was observed.

**Correction Deadline: 7/13/2020**

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**591-1-1-.32 Supervision(CR)****Technical Assistance****Technical Assistance**

591-1-1-.32(7) - A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through adequate supervision was observed.

**Correction Deadline: 7/13/2020**