



**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:** 3/13/2019    **VisitType:** Complaint Investigation & Monitoring Visit    **Arrival:** 10:30 AM    **Departure:** 1:00 PM

**CCLC-2865**

**Kids 'Kademy, Inc.**

2982 Woodrow Drive Lithonia, GA 30038 DeKalb County  
(770) 484-0862 mlkidskad90@aol.com

**Regional Consultant**

Ashia Jackson

Phone: (770) 357-7070

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ashia.jackson@dec.al.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.
03/13/2019	Complaint Investigation & Monitoring Visit	Good Standing	
03/13/2019	Complaint Closure	Good Standing	
02/08/2019	Complaint Investigation & 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- Entrance-	Two Year Olds and Three Year Olds	1	9	C	16	C	NA	NA	Transitioning
Main	B-1st Right-2 y/o	Infants	1	4	C	15	C	NA	NA	Floor Play,Nap
Main	C 1st Right-Back-Infants	One Year Olds	1	8	C	11	C	NA	NA	Circle Time
Main	D-Downstairs3+	Three Year Olds and Four Year Olds	2	15	C	39	C	NA	NA	Transitioning

Total Capacity @35 sq. ft.: 81

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 36

Total Capacity @35 sq. ft.: 81

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground	117	C

**Comments**

Plan of Improvement: Developed This Date 03/13/2019

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.state.ga.us/CCS/Regulations.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.state.ga.us](mailto:CCSRefutations@dec.state.ga.us).

- 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.state.ga.us/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)

Orlando Lewis, Program Official

Date

Ashia Jackson, Consultant

Date



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### Findings Report

**Date:** 3/13/2019    **VisitType:** Complaint Investigation & Monitoring Visit    **Arrival:** 10:30 AM    **Departure:** 1:00 PM

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The following information is associated with a Monitoring Visit:

<b>Activities and Equipment</b>
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**591-1-1-.03 Activities****Met**

**Correction Deadline:** 2/8/2019

**Corrected on** 3/13/2019

.03(2) - Previous citation corrected.

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**591-1-1-.12 Equipment & Toys(CR)****Met****Comment**

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

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

Center does not provide swimming activities.

<b>Facility</b>
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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)****Met****Comment**

Center appears clean and well maintained.

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

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that fencing around the playground measured three feet (far right back corner) and three feet eight inches (right back lining the woods and left side of play area).

**POI (Plan of Improvement)**

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

**Correction Deadline: 4/3/2019****Recited on 3/13/2019****Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that the resilient surfacing under both swing sets and green slide on the preschool playground measured less than four inches in depth, when six inches was required.

**POI (Plan of Improvement)**

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

**Correction Deadline: 3/27/2019****Recited on 3/13/2019****Correction Deadline: 2/22/2019****Corrected on 3/13/2019****.26(9) - Previous citation corrected.**

<b>Food Service</b>
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**591-1-1-.15 Food Service & Nutrition****Met****Correction Deadline: 2/8/2019****Corrected on 3/13/2019****.15(3) - Previous citation corrected.**

<b>Health and Hygiene</b>
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**591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff state proper knowledge of diapering procedures.

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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.

## Policies and Procedures

### 591-1-1-.21 Operational Policies & Procedures

Met

Correction Deadline: 2/13/2019

Corrected on 3/13/2019

.21(3) - Previous citation corrected.

### 591-1-1-.27 Posted Notices

Met

Correction Deadline: 2/22/2019

Corrected on 3/13/2019

.27 - Previous citation corrected.

## Safety

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

Met

#### Comment

Staff were observed to maintain a positive learning environment on this date.

### 591-1-1-.36 Transportation(CR)

Met

#### Comment

Complete documentation of transportation observed.

## Sleeping & Resting Equipment

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

Met

Correction Deadline: 2/8/2019

Corrected on 3/13/2019

.30(1)(a)3 - Previous citation corrected.

Correction Deadline: 2/8/2019

Corrected on 3/13/2019

.30(1)(b)3 - Previous citation corrected.

## Staff Records

Records Reviewed: 10

Records with Missing/Incomplete Components: 0

Staff # 1

Met

Date of Hire: 02/07/2019

Staff # 2

Met

Date of Hire: 02/22/2018

Staff # 3

Met

Date of Hire: 05/21/2013

Staff # 4

Met

Date of Hire: 10/01/2017

**Records Reviewed: 10**

**Records with Missing/Incomplete Components: 0**

Staff # 5 Date of Hire: 01/08/2018	Met
Staff # 6 Date of Hire: 01/10/1992	Met
Staff # 7 Date of Hire: 08/31/2018	Met
Staff # 8 Date of Hire: 04/02/2018	Met
Staff # 9 Date of Hire: 09/01/1998	Met
Staff # 10 Date of Hire: 10/15/2015	Met

**Staff Credentials Reviewed: 10**

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

**Correction Deadline: 2/8/2019**

**Corrected on 3/13/2019**  
**.09(1)(a) - Previous citation corrected.**

**Correction Deadline: 2/8/2019**

**Corrected on 3/13/2019**  
**.09(1)(c) - Previous citation corrected.**

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**591-1-1-.33 Staff Training** **Met**

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

**Corrected on 3/13/2019**  
**.33(3) - Previous citation corrected.**

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

**Defer**  
591-1-1-.31(2)(c)-Will review at the following regulatory visit.

**POI (Plan of Improvement)**  
The Center will review lead teacher records to ensure the required documentation is on file and will obtain and file it if not found.

**Correction Deadline: 2/22/2019**

<b>Staffing and Supervision</b>
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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)** **Not Met**

**Finding**

591-1-1-.32(4)(b) allows children who turn three years old during the regular school year to remain with two year olds for the remainder of the school year but requires agreement from the older child's Parent(s) for the continued placement. It was determined based on consultant's observation that children age three years remained in the classroom with two year old children without written parent agreement.

**POI (Plan of Improvement)**

The Center will secure parental permission and keep it on file.

**Correction Deadline: 3/27/2019**

**Recited on 3/13/2019**

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

**Met**

**Comment**

Adequate supervision observed on this date.