



**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: 8/2/2018 **VisitType:** Monitoring Visit **Arrival:** 11:20 AM **Departure:** 12:45 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

Fax: (770) 357-7069

ashia.jackson@decal.ga.gov

Mailing Address

Same

Quality Rated:

| 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. |
|------------------------------------|------------------|---------------|--|
| 08/02/2018 | Monitoring Visit | Good Standing | |
| 01/25/2018 | Licensing Study | Good Standing | |
| 08/22/2017 | Monitoring Visit | 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 | 11 | C | 16 | C | NA | NA | Lunch |
| Main | B-1st Right-2 y/o | Infants and One Year Olds | 1 | 6 | C | 15 | C | NA | NA | Lunch |
| Main | C 1st Right-Back-Infants | | 0 | 0 | C | 11 | C | NA | NA | |
| Main | D-Downstairs3+ | Three Year Olds and Four Year Olds and Five Year Olds and Six Year Olds and Over | 2 | 19 | 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

Please ensure all staff have completed comprehensive background checks prior to 10/1/2018.

Plan of Improvement: Developed This Date 08/02/2018

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).



Reminder: All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit www.decalkoala.com. You are encouraged not to wait and to complete the process as soon as possible.

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.

- 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). Sign up for Quality Rated by June 30, 2018 in order to be eligible to receive a bonus package.

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

Orlando Lewis, Program Official

Date

Ashia Jackson, Consultant

Date



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

Findings Report

Date: 8/2/2018 **VisitType:** Monitoring Visit **Arrival:** 11:20 AM **Departure:** 12:45 PM

CCLC-2865**Kids 'Kademy, Inc.**

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

Mailing Address
Same

Regional Consultant

Ashia Jackson

Phone: (770) 357-7070

Fax: (770) 357-7069

ashia.jackson@dec.al.gov

The following information is associated with a Monitoring Visit:

| |
|---------------------------------|
| 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 the consultant's observation that computers in the downstairs classrooms were not secured and posed a potential tipping hazard.

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: 8/2/2018

591-1-1-.35 Swimming Pools & Water-related Activities(CR)**Not Met****Comment**

Center does not provide swimming activities.

Finding

591-1-1-.35(3) requires the Center to maintain Staff:child ratios as follows to provide proper supervision of children engaged in swimming and water-related activities in water over two feet deep: Under 2 1/2 years = 1:2, 2 1/2 to 4 years = 1:5, 4 years and older who cannot swim a distance of 15 yards unassisted = 1:6, 4 years and older who can swim a distance of 15 yards unassisted as determined by a swimming test = 1:15. At least one qualified lifeguard must be present. Copies of certificates from a recognized water-safety class may be accepted in lieu of requiring each child to take a swimming test to determine if the child can swim 15 yards unassisted. It was determined based on documentation reviewed that the center did not obtain lifeguard certification prior to children swimming at Lithonia pool on June 21, 2018.

POI (Plan of Improvement)

The Center will ensure that adequate numbers of Staff are available to maintain the required Staff:child ratios. Staff will determine each child's swimming ability by performing a swim test and document the results of the test or will obtain copies of certificates from recognized water safety instructors for children not tested at the Center. A certified lifeguard will be present at the pool during swimming activities.

Correction Deadline: 8/2/2018

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.

591-1-1-.26 Playgrounds(CR)
Not Met
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 the consultant observation that there was no resilient surfacing under the green slide. It was further determined that the resilient surfacing under both swing sets on the preschool playground measured less than two inches in depth.

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: 8/12/2018
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 the consultant's observation that the PVC pipe around the swing set on the preschool playground was disconnected in three areas posing a potential tripping hazard.

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: 8/2/2018

| |
|---------------------------|
| 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

Proper hand washing observed throughout the center.

591-1-1-.20 Medications(CR)
Not Met
Finding

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on the consultant's observation that prescription medication (Insulin pen and Nexium) was found in a child's bag sitting on a chair accessible to children.

POI (Plan of Improvement)

The Center will train Staff on the safe and proper storage of medication and monitor to ensure that the rule is met.

Correction Deadline: 8/2/2018

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

Center does not provide routine transportation.

Sleeping & Resting Equipment

591-1-1-.30 Safe Sleeping and Resting Requirements(CR) **Not Met**

Finding

591-1-1-.30(2)(c) requires that infants shall not sleep in equipment other than safety-approved cribs, such as, but not limited to, a car safety seat, bouncy seat, highchair, or swing. Infants who arrive at the Center asleep or fall asleep in such equipment, on the floor or elsewhere, shall be transferred to a safety-approved crib. It was determined based on the consultant's observation that one infant was observed to be asleep in a bouncer for approximately 15 minutes.

POI (Plan of Improvement)

The Center will only place infants in safe cribs to sleep and will transfer them to a safe crib when the infants are asleep in other equipment.

Correction Deadline: 8/2/2018

Staff Records

Records Reviewed: 8

Records with Missing/Incomplete Components: 4

Staff # 1 Met
Date of Hire: 11/01/2004

Staff # 2 Not Met
Date of Hire: 08/01/2017

"Missing/Incomplete Components"
.09-Criminal Records Check Missing

Staff # 3 Not Met
Date of Hire: 05/21/2013

"Missing/Incomplete Components"
.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 4 Not Met
Date of Hire: 01/08/2018

"Missing/Incomplete Components"
.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 5 Met

Records Reviewed: 8**Records with Missing/Incomplete Components: 4**

Date of Hire: 09/01/1995

Staff # 6

Not Met

Date of Hire: 04/02/2018

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 7

Met

Date of Hire: 09/01/1998

Staff # 8

Met

Date of Hire: 10/15/2015

Staff Credentials Reviewed: 8**591-1-1-.09 Criminal Records Check(CR)****Not Met****Finding**

591-1-1-.09(1)(i) requires that if the Center accept a satisfactory determination letter issued by the Department for a potential Director or Employee as evidence of that individual's Satisfactory Records Check Determination, the Records Check Clearance Date must be within the preceding 12 months from the hire date, and the Center does not know or reasonably should not know that the individual's satisfactory status has not changed. It was determined based documentation reviewed that one employee hired in August 2017 had a records check completed June 26, 2014.

POI (Plan of Improvement)

The Center will ensure that each potential Employee bringing a satisfactory determination letter issued by the Department has a Satisfactory Records Check Determination that is dated within the preceding 12 months from the hire date. The Center will not employ individual's whose satisfactory status has changed.

Correction Deadline: 8/2/2018**591-1-1-.31 Staff(CR)****Not Met****Finding**

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on documentation reviewed that the three lead teachers did not have a credential and was not enrolled in a educational program.

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: 8/2/2018**Staffing and Supervision****591-1-1-.32 Staff:Child Ratios and Group Size(CR)****Met****Comment**

Center observed to maintain appropriate staff:child ratios.

Comment

Adequate supervision observed on this date.