



**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: 8/27/2019 **VisitType:** Monitoring Visit **Arrival:** 10:15 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

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ashia.jackson@decal.ga.gov

Joint with: LaTanya Barber-Swift

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.
08/27/2019	Monitoring Visit	Deficient	
03/13/2019	Complaint Investigation & Monitoring Visit	Good Standing	
03/13/2019	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- Entrance-	Two Year Olds	2	15	C	16	C	NA	NA	Transitioning
Main	B-1st Right-2 y/o	Infants	2	6	C	15	C	NA	NA	Floor Play
Main	C 1st Right-Back-Infants	One Year Olds	1	7	C	11	C	NA	NA	Transitioning,Out side
Main	D-Downstairs3+	Three Year Olds and Four Year Olds	2	16	C	39	C	NA	NA	Circle Time

Total Capacity @35 sq. ft.: 81

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 44

Total Capacity @35 sq. ft.: 81

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground	117	C

Comments

A one day letter was left and reviewed with the director. Two employees were asked to leave on this date.

Plan of Improvement: To Be Submitted 09/10/2019

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.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.

- 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

Orlando Lewis, Program Official _____ Date

Ashia Jackson, Consultant _____ Date

LaTanya Barber-Swift, Consultant _____ Date



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Findings Report

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The following information is associated with a Monitoring Visit:

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

Swimming activities provided off site.

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

Center appears clean and well maintained.

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).

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Correction Deadline: 9/10/2019

Recited on 8/27/2019

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 the swing set and green slide on the preschool playground measured less than two inches in depth when six inches was required.

Correction Deadline: 9/10/2019

Recited on 8/27/2019

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 consultant's observation that the following prescription and non-prescription medications were found accessible to children in a child's bag in the one year old classroom: Triamcinolone Acetonide, Ventolin, triple antibiotic ointment, Destin, Motrin, and excema Cream.

Correction Deadline: 8/27/2019

Safety

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

Comment

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

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

Finding

591-1-1-.13(2) requires Center Staff to obtain written permission from Parents in advance of the child's participation in any field trip and such permission must be signed and dated by a Parent. It was determined based on documentation reviewed that the the center did not have written permission from parents for children to participate in a field trip on July 26, 2019 to Get air (11 Children) and on July 17, 2019 to Lithonia Library (six children)

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Correction Deadline: 8/27/2019

591-1-1-.36 Transportation(CR) **Not Met**

Finding

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined based on documentation reviewed that the center did not document that a second check was completed for routine school transportation on August 26, 2019 to Murphy Candler, Flat Rock Elementary, and Bouie Elementary.

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Correction Deadline: 8/27/2019

Sleeping & Resting Equipment

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

Comment

Discussed SIDS and infant sleeping position.

Staff Records

Records Reviewed: 11

Records with Missing/Incomplete Components: 2

Staff # 1	Met
Staff # 2 Date of Hire: 02/06/2019	Met
Staff # 3 Date of Hire: 05/22/2013 <u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing	Not Met
Staff # 4	Met
Staff # 5 Date of Hire: 08/01/2019 <u>"Missing/Incomplete Components"</u> .09-Criminal Records Check Missing	Not Met
Staff # 6	Met
Staff # 7 Date of Hire: 07/16/2018	Met
Staff # 8 Date of Hire: 04/08/2019	Met
Staff # 9 Date of Hire: 04/09/2018	Met
Staff # 10	Met
Staff # 11 Date of Hire: 02/28/2019	Met

Staff Credentials Reviewed: 7

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Not Met

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 documentation reviewed that staff #8 did not submit both a records check application and fingerprints to an authorized fingerprinting site.

Correction Deadline: 8/27/2019

Finding

591-1-1-.09(1.)(b) requires the Center to ensure that every Director 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 Director 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 documentation reviewed that the director (staff #8) was present at the center with a comprehensive criminal records check that expired on August 12, 2019.

Correction Deadline: 8/27/2019

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 documentation reviewed that one employee staff #7 hired on August 1, 2019 was present at the center without a current satisfactory comprehensive records check or a national records check.

Correction Deadline: 8/27/2019

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 credentials and were not enrolled in an educational program.

Correction Deadline: 9/10/2019

Recited on 8/27/2019

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR) Met

Correction Deadline: 3/27/2019

Corrected on 8/27/2019

.32(4)(b) - Previous citation corrected.

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

Comment

Adequate supervision observed on this date.