



**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:** 6/4/2018    **VisitType:** Licensing Study    **Arrival:** 10:30 AM    **Departure:** 2:00 PM

**CCLC-29135**

**Crossroads Christian Academy**

4805 Tilly Mill Road Dunwoody, GA 30360 DeKalb County  
 (770) 457-8963 jamie.moore@crossroadsdunwoody.org

**Regional Consultant**

Chrische Walker

Phone: (770) 359-5166

Fax: (678) 891-5618

chrische.walker@decal.ga.gov

**Mailing Address**

Same

**Quality Rated:** No

<u>Compliance Zone Designation</u>			<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.
06/04/2018	Licensing Study	Good Standing	
11/15/2017	Monitoring Visit	Good Standing	
05/09/2017	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	1L	Two Year Olds and Three Year Olds	2	12	C	18	C	NA	NA	Outside
Main	1R	Three Year Olds and Four Year Olds	2	9	C	18	C	NA	NA	Outside
Main	2L	Two Year Olds	1	6	C	8	C	NA	NA	Outside
Main	2R	One Year Olds and Two Year Olds	1	7	C	9	C	NA	NA	Outside
Main	3L	Infants and One Year Olds	2	7	C	17	C	NA	NA	Free Play, Diapering, Nap
Main	3R	One Year Olds	2	6	C	7	C	NA	NA	Outside, Transitioning
Main	Prek left side	Five Year Olds	1	5	C	6	C	NA	NA	Outside, Transitioning
Main	PreK right side		0	0	C	18	C	NA	NA	Not In Use
Main	Three Year Olds RM:211		0	0	C	17	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 118						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 52			Total Capacity @35 sq. ft.: 118			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Infant/Toddler	5	C

### Comments

The purpose of today's visit was to conduct a Licensing Study and to follow up from the previous report on November 15, 2017. The consultant left an Emergency Preparedness Plan resource with the director on this date,

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).



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

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Jamie Moore, Program Official

Date

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Chrische Walker, Consultant

Date



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### Findings Report

**Date:** 6/4/2018 **VisitType:** Licensing Study

**Arrival:** 10:30 AM

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The following information is associated with a Licensing Study:

### Activities and Equipment

**591-1-1-.03 Activities**

**Met**

**Comment**

Great monthly and weekly summer activities planned for the children.

**Correction Deadline: 6/4/2018**

**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)**

**N/A**

**Comment**

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 5**

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

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

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**591-1-1-.08 Children's Records****Met****Comment**

Records were observed to be complete and well organized.

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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)****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**

No hazards observed accessible to children on this date.

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

Playground observed to be clean and in good repair. Great job on adding mulch on both playgrounds.

**Technical Assistance**

591-1-1-.26(4) - Please ensure to monitor the space on the far back right gate on the main playground for a potential hazard for the children.

**Correction Deadline: 6/4/2018**

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**Food Service**

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**591-1-1-.15 Food Service & Nutrition****Met****Comment**

Great job ensuring that the children's bottles are covered and fully labeled with child's full name.

**Comment**

The children bring their own lunches from home for the summer months.

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**591-1-1-.18 Kitchen Operations****Met****Comment**

Kitchen appears clean and well organized. The staff prepares only snacks for the children in the kitchen area.

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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 in the infant classroom.

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**591-1-1-.17 Hygiene(CR)****Met****Comment**

Staff were observed to remind the children to wash their hands.

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**591-1-1-.20 Medications(CR)****Met****Comment**

Documentation for medication dispensing observed complete.

## Policies and Procedures

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

Met

#### Comment

Great job conducting fire drills and other emergency drills.

**Correction Deadline: 6/9/2018**

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

Met

#### Comment

Observed all required posted notices.

### 591-1-1-.29 Required Reporting

Met

#### Comment

Discussed reporting requirements.

## Safety

### 591-1-1-.05 Animals

N/A

#### Comment

Center does not keep animals on premises.

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

Met

#### Comment

Age-appropriate discussion and/or redirection observed.

### 591-1-1-.13 Field Trips(CR)

N/A

#### Comment

Center does not participate in field trips at this time.

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

N/A

#### Comment

Center does not provide routine transportation.

## Sleeping & Resting Equipment

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

Met

#### Comment

Pleasant naptime environment observed in the infant classroom.

## Staff Records

**Records Reviewed: 21**

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

Staff # 1

Met

Date of Hire: 06/04/2018

Staff # 2

Met

Date of Hire: 11/14/2017

Staff # 3

Met

Date of Hire: 04/12/2018

Staff # 4 Met

Date of Hire: 01/02/2018

Staff # 5 Met

Date of Hire: 06/05/2018

Staff # 6 Met

Date of Hire: 08/21/2017

Staff # 7 Met

Date of Hire: 04/05/2016

Staff # 8 Met

Date of Hire: 01/24/2018

Staff # 9 Met

Date of Hire: 01/29/2018

Staff # 10 Met

Date of Hire: 02/26/2018

Staff # 11 Met

Date of Hire: 08/12/2013

Staff # 12 Met

Date of Hire: 08/12/2013

Staff # 13 Met

Date of Hire: 08/12/2013

Staff # 14 Met

Date of Hire: 07/07/2015

Staff # 15 Met

Date of Hire: 05/01/2017

Staff # 16 Met

Date of Hire: 08/12/2013

Staff # 17 Met

Date of Hire: 02/28/2015

Staff # 18 Met

Date of Hire: 06/02/2014

**Records Reviewed: 21**

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

Staff # 19 Met  
Date of Hire: 09/27/2016

Staff # 20 Met  
Date of Hire: 02/02/2018

Staff # 21 Met  
Date of Hire: 12/13/2017

**Staff Credentials Reviewed: 21**

**591-1-1-.09 Criminal Records Check(CR) Met**

**Comment**

Criminal records checks were observed to be complete. The director provided 11 files for employees hired since last visit.

**591-1-1-.14 First Aid & CPR Met**

**Comment**

Complete first aid kits observed in center. Great job.

**Correction Deadline: 12/15/2017**

**Corrected on 6/4/2018**

**.14(2) - The previous citation has been corrected on this date. The consultant observed staff member to have obtained a current first aid and CPR certification.**

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

**Comment**

Discussed staff training. Please obtain required documentation.

**Comment**

Please ensure completed orientation checklists are documented and signed.

**Comment**

Discussed: Health and Safety Training is required for each staff member with direct care responsibilities within 90 calendar days of their hire date.

**Correction Deadline: 6/8/2017**

**Corrected on 6/4/2018**

**.33(5) - The previous citation has been corrected. The consultant observed staff members to have the ten required training hours for the 2017 calendar year.**

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

**Comment**

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

**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**

Staff observed to provide direct supervision and be attentive to children's needs.