



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: 2/17/2021 **VisitType:** Licensing Study **Arrival:** 11:10 AM **Departure:** 2:30 PM

CCLC-29930

Inverness Child Development Center

300 Inverness Avenue McDonough, GA 30253 Henry County
 (770) 288-2422 inverness@invcdc.com

Regional Consultant

April Brown

Phone: (770) 357-5101

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april.brown@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.
02/17/2021	Licensing Study	Good Standing	
02/10/2021	Complaint Investigation by Phone	Good Standing	
09/23/2020	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	Room A - 1st Left	Infants and One Year Olds	1	5	C	12	C	NA	NA	Floor Play
Main	Room B - 2nd Left		0	0	C	21	C	NA	NA	Not In Use
Main	Room C - 3rd Left		0	0	C	12	C	NA	NA	Not In Use
Main	Room D - 4th Left		0	0	C	20	C	NA	NA	Not In Use
Main	Room E - 5th Left	Two Year Olds	1	10	C	20	C	NA	NA	Transitioning, Nap
Main	Room F - 3rd Right	Three Year Olds and Four Year Olds	2	13	C	20	C	NA	NA	Nap, Transitioning
Main	Room G - 2nd Right	PreK	2	9	C	30	C	NA	NA	Lunch
Main	Room H - 1st Right		0	0	C	27	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 162			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 37			Total Capacity @35 sq. ft.: 162							
			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A - 6 weeks-23 months	13	C
Main	Playground B - 2-5 Year Olds	23	C
Main	Playground C - School Age	59	C

Comments

An Administrative Review was conducted between February 17, 2021 through February 18, 2021. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on February 23, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on August 15, 2020 was reviewed during the virtual inspection.

Plan of Improvement: Developed This Date 02/18/2021

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.

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).

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

Sharon Gray, Program Official

Date

April 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)

Met

Comment

A variety of equipment and toys were observed throughout the center. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were also discussed and observed during a virtual walk through on this date.

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

N/A

Comment

Center does not provide swimming activities at this time. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

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

Parent authorizations obtained and completed on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Records were observed to be complete and well organized on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Facility

591-1-1-.19 License Capacity(CR)**Met****Comment**

Licensed capacity observed to be met by the center on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

591-1-1-.25 Physical Plant - Safe Environment(CR)**Met****Comment**

Center appears clean and well maintained on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Please be mindful to keep items that pose a hazard inaccessible to children. A Virtual Visit was conducted due to the COVID-19 pandemic.

591-1-1-.26 Playgrounds(CR)**Met****Comment**

Playground observed to be clean and in good repair on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Food Service

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

Center menu meets USDA guidelines. Consultant discussed new revision to restricted food rule which states: Foods that are associated with young children's choking incidents, such as, but not limited to, peanuts, hot dogs, raw carrots, popcorn, fish with bones, cheese cubes, grapes and any other food that is of similar shape and size of the trachea/windpipe shall not be served to the children less than four (4) years of age. Children older than four (4) years of age may be served these foods provided that the foods are cut in such a way as to minimize choking. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Please ensure the new updated infant feeding form is used. Discussed revision to the written feeding plans for children under the age of 1 years old. Age-appropriate solid foods (including cereal) shall not be given to infants or children less than one (1) year of age until recommended as developmentally appropriate by the child's primary care physician and indicated in writing by the Parent(s). As soon as the feeding plan indicates that a child is ready for solid foods, the child shall be fed from individual spoons and individual containers or dishes. A child shall not be fed directly from the original baby food container if the contents are to be fed to the child at more than one (1) meal or to more than one (1) child. A Virtual Visit was conducted due to the COVID-19 pandemic.

Correction Deadline: 2/16/2021

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

Kitchen appears clean and well organized on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Health and Hygiene

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

Met

Comment

Hand washing and sanitizing requirements for diapering were discussed with the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

591-1-1-.17 Hygiene(CR)

Met

Comment

Hand washing requirements were discussed with the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

591-1-1-.20 Medications(CR)

N/A

Comment

The center currently does not dispense or administer medication at this time. A Virtual Visit was conducted due to the COVID-19 pandemic.

Organization

591-1-1-.37 Inspections & Investigations

Not Met

Finding

591-1-1-.37(d) requires the Center and Staff to cooperate with any inspection or investigation by responding truthfully to any legitimate departmental inquiry. Failure to cooperate with a Department inspection or investigation shall constitute good cause for the denial, restriction, revocation or suspension of a License, Permit or commission. It was determined that during a licensing study inspection a staff member was asked to provide a copy of credentials to the Department for review but refused to provide a copy of the requested documents as required after numerous requests.

POI (Plan of Improvement)

The Center and Center staff will cooperate truthfully with any inspection or investigation.

Correction Deadline: 2/17/2021

Policies and Procedures

591-1-1-.29 Required Reporting

Met

Comment

Discussed reporting requirements with the director on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Safety

591-1-1-.05 Animals

N/A

Comment

Center does not keep animals on premises at this time. A Virtual Visit was conducted due to the COVID-19 pandemic.

Technical Assistance

Regulations regarding proper discipline were discussed with the Director on this date. Consultant discussed with the director to ensure all staff members are current on BFTS disciplinary actions used to correct a child's behavior, guidance techniques and any activities in which the children participate or observe at the Center shall not be detrimental to the physical or mental health of any child. A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through.

Correction Deadline: 2/17/2021

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

N/A

Comment

Center does not participate in field trips at this time. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

Met

Comment

A current and completed inspection was observed for all vehicles used in transporting children on this date. Vehicle with tag number ending in R8819 was completed on February 1, 2021. Vehicle with tag number ending in F8601 was completed on February 3, 2021.

A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Complete documentation of transportation observed on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Sleeping & Resting Equipment

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

Met

Comment

Discussed SIDS and infant sleeping position with the director and infant staff members on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Staff Records

Records Reviewed: 13

Records with Missing/Incomplete Components: 0

Staff # 1	Met
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Date of Hire: 08/22/2016	
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Staff # 2	Met
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Date of Hire: 09/16/2020	
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Staff # 3	Met
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Date of Hire: 08/04/2011	
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Staff # 4	Met
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Date of Hire: 11/04/2013	
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Staff # 5	Met
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Date of Hire: 01/25/2021	
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Staff # 6	Met
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Records Reviewed: 13**Records with Missing/Incomplete Components: 0**

Date of Hire: 12/10/2020

Staff # 7

Met

Date of Hire: 11/23/2020

Staff # 8

Met

Date of Hire: 12/08/2020

Staff # 9

Met

Date of Hire: 06/29/2018

Staff # 10

Met

Date of Hire: 11/25/2019

Staff # 11

Met

Date of Hire: 08/10/2018

Staff # 12

Met

Date of Hire: 12/11/2019

Staff # 13

Met

Date of Hire: 11/12/2019

Staff Credentials Reviewed: 2**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Criminal record checks were observed to be complete on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Director provided three files for employees hired since last visit which was completed on September 22, 2020. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

Evidence observed of 50% of center staff certified in First Aid and CPR on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Please replace/add missing/expired item(s) in first aid kit(s) as needed. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Consultant discussed with the director to please ensure staff members successfully complete hands on / in person CPR and first aid if employed prior to September 30, 2016 within 90 days of their hire date as required. A Virtual Visit was conducted due to the COVID-19 pandemic

Correction Deadline: 3/19/2021**591-1-1-.33 Staff Training****Met**

Comment

Discussed: Health and Safety Training is required for each staff member with direct care responsibilities within 90 calendar days of their hire date. A Virtual Visit was conducted due to the COVID-19 pandemic.

Comment

Consultant discussed with the director to please ensure within the first year of employment, the Director and person with primary responsibility for food preparation shall have four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage as required. A Virtual Visit was conducted due to the COVID-19 pandemic.

Correction Deadline: 3/19/2021

Correction Deadline: 2/28/2020

Corrected on 2/17/2021

Correction of citation in that the director submitted nine staff files with completed 10 hours of annual training for 2020 as required. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

Technical Assistance

Comment

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 August 15, 2020.

Comment

Consultant discussed with the director to please ensure that a copy and/or written verification of the credential or degree awarded to the Director by the technical college, university, school or Department-approved trainer listed in 591-1-1-.31(1)(b)2.(i) through (xiii) is maintained by the Center in the Director's file and such documentation shall be available for inspection by Department staff upon request. A Virtual Visit was conducted due to the COVID-19 pandemic.

Correction Deadline: 2/17/2021

Technical Assistance

Consultant discussed with the director to please ensure lead teachers / caregivers meet minimum academic requirements and qualifying experience at the time of employment as currently the center does not have any lead teachers / caregivers who meet academic qualifications. The director reported having a plan in place to enroll teachers / caregivers into a CDA program within the next 30 days. A Virtual Visit was conducted due to the COVID-19 pandemic.

Correction Deadline: 2/17/2021

Staffing and Supervision

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

Met

Comment

Center observed to maintain appropriate staff:child ratios on this date. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

Met

Comment

Adequate supervision observed on this date. Consultant discussed new revision to the supervision rule which states: Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger. A Virtual Visit was conducted due to the COVID-19 pandemic.