



**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:** 2/19/2020    **VisitType:** Monitoring Visit    **Arrival:** 10:05 AM    **Departure:** 12:30 PM

**CCLC-30858**

**Seeds of Excellence Christian Academy**

7680 The Bluffs, Suite 700 Austell, GA 30168 Cobb County  
 (678) 426-5560 kculver@seedsofexcellenceca.org

**Regional Consultant**

Alison Benson

Phone: (866) 369-6921  
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 alison.benson@decal.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>		
02/19/2020	Monitoring Visit	Good Standing
08/22/2019	Licensing Study	Good Standing
02/11/2019	Licensing Study	Good Standing

**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.

**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	MULTI PURP.		0	0	C	0	C	NA	NA	
Main	SAPLINGS 1	PreK	2	10	C	24	C	NA	NA	Lunch,Clean Up
Main	SAPLINGS 2	PreK	2	15	C	24	C	NA	NA	Lunch,Clean Up
Main	SEEDLINGS 1	Infants	3	4	C	16	C	NA	NA	Nap,Floor Play
Main	SEEDLINGS 2	One Year Olds	3	8	C	16	C	NA	NA	Nap
Main	SHOOTS & ROOTS 1	Three Year Olds and Four Year Olds	2	11	C	18	C	NA	NA	Lunch
Main	SHOOTS & ROOTS 2	Three Year Olds	1	12	C	18	C	NA	NA	Lunch
Main	SPROUTS 1	One Year Olds	2	10	C	18	C	NA	NA	Lunch
Main	SPROUTS 2	Two Year Olds	2	15	C	18	C	NA	NA	Lunch
Total Capacity @35 sq. ft.: 152						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 85			Total Capacity @35 sq. ft.: 152			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance

**Comments**

Fingerprint letters observed for all staff.

Plan of Improvement: Developed This Date 02/19/2020

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/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.

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#### 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.

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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)

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Kena Culver, Program Official

Date

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Alison Benson, Consultant

Date



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### Findings Report

**Date:** 2/19/2020 **VisitType:** Monitoring Visit **Arrival:** 10:05 AM **Departure:** 12:30 PM

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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)**

**N/A**

**Comment**

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 3**

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

Child # 1

Met

Child # 2

Met

Child # 3

Met

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

**Met**

**Correction Deadline: 9/5/2019**

**Corrected on 2/19/2020**

**.08(1) - Three of three children's records were observed to be complete on February 19, 2020.**

### 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) Met

**Comment**

Playground observed to be clean and in good repair.

**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) Technical Assistance

**Technical Assistance**

591-1-1-.20 - Discussed proper medication documentation and procedures.

**Policies and Procedures**

591-1-1-.21 Operational Policies & Procedures Not Met

**Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on review of records, there was no documentation of fire drills conducted for January 2020.

**POI (Plan of Improvement)**

The center will conduct monthly required drills.

**Correction Deadline: 3/4/2020**

Recited on 2/19/2020

**Safety**

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

**Comment**

Age-appropriate discussion and/or redirection observed.

591-1-1-.36 Transportation(CR) N/A

**Comment**

Center does not provide routine transportation.

**Sleeping & Resting Equipment**

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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****Correction Deadline: 9/5/2019****Corrected on 2/19/2020****.30(2) - Staff stated proper SIDS and Infant Sleep procedures.****Staff Records**

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**Records Reviewed: 9****Records with Missing/Incomplete Components: 0**

Staff # 1	Met
Staff # 2	Met
Date of Hire: 12/06/2016	
Staff # 3	Met
Date of Hire: 07/17/2017	
Staff # 4	Met
Staff # 5	Met
Staff # 6	Met
Staff # 7	Met
Date of Hire: 10/09/2017	
Staff # 8	Met
Staff # 9	Met
Date of Hire: 09/02/2011	

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**Staff Credentials Reviewed: 3**

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

Criminal record checks were observed to be complete.

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**591-1-1-.14 First Aid & CPR****Met****Correction Deadline: 9/2/2019****Corrected on 2/19/2020****.14(2) - 100% of staff were observed to be CPR/First Aid certified on this date.**

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**591-1-1-.33 Staff Training****Met****Correction Deadline: 3/25/2019****Corrected on 2/19/2020****.33(6) - Training was observed to be complete on this date.**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

<b>Staffing and Supervision</b>
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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)**

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

Adequate supervision observed on this date.