



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: 10/19/2017 **VisitType:** Licensing Study

Arrival: 9:30 AM

Departure: 1:00 PM

CCLC-3117

Mt. Pisgah Christian School - Early School Division

2850 Old Alabama Road Alpharetta, GA 30022 Fulton County
 (678) 893-5320 mbettis@mountpisgahschool.org

Regional Consultant

LaQuita Clark

Phone: (706) 497-1536

Fax: (706) 688-0418

jennifer.taylor@decal.ga.gov

Mailing Address

9820 Nesbit Ferry Road
 Johns Creek, GA 30022

| Compliance Zone Designation | | |
|------------------------------------|------------------|---------------|
| 10/19/2017 | Licensing Study | Good Standing |
| 04/11/2017 | Monitoring Visit | Good Standing |
| 11/08/2016 | 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 | N/S125-4 and 5 | | 0 | 0 | C | 39 | C | NA | NA | Not In Use |
| Main | S-132 -4 and 5 | | 0 | 0 | C | 31 | C | NA | NA | Not In Use |
| Main | S135 - 3 and 4 | Three Year Olds | 2 | 10 | C | 38 | C | NA | NA | Art |
| Main | S140 - 3 and 4 | Three Year Olds | 1 | 11 | C | 38 | C | NA | NA | Snack |
| Main | S145 - two years | | 0 | 0 | C | 24 | C | NA | NA | Not In Use |
| Main | S148 2-3 yrs | Two Year Olds | 2 | 16 | C | 22 | C | NA | NA | Snack |
| Main | S150 | Two Year Olds | 2 | 15 | C | 28 | C | NA | NA | Centers,Snack |
| Main | S153 | | 0 | 0 | C | 22 | C | NA | NA | Not In Use |
| Main | S158 | Infants | 1 | 5 | C | 15 | C | NA | NA | Floor Play |
| Main | S161 | | 0 | 0 | C | 17 | C | NA | NA | Not In Use |
| Main | S163 | | 0 | 0 | C | 18 | C | NA | NA | Not In Use |
| Main | S166 | Infants | 2 | 4 | C | 13 | C | NA | NA | Floor Play,Story |
| Main | S167 | One Year Olds | 1 | 4 | C | 23 | C | NA | NA | Outside,Transitio ning |
| Main | S170 | | 0 | 0 | C | 21 | C | NA | NA | Not In Use |

Total Capacity @35 sq. ft.: 349

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 65

Total Capacity @35 sq. ft.: 349

Total Capacity @25 sq. ft.: 0

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------------|----------------------|-----------------------|
| Main | infants/toddlers | 28 | C |


Comments

The purpose of this visit was to conduct a licensing study and to follow up on the previous visit from April 2017.

A one-day letter was left with the provider on this date.

Plan of Improvement: Developed This Date 10/19/2017

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. |
|---|---|

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|--|
|  <p>Sign up Today! www.qualityrated.dec.al.ga.gov Any Licensed Program Eligible to Participate Free Approved Training Free Technical Assistance Eligible for \$1,000 Materials Mini Grant 1, 2, 3 Star Rated Programs Receive Bonus Packages Great Marketing Tool Raises the Bar in Child Care For More Information: Email: QualityRated@dec.al.ga.gov or Call: 855-800-7747</p> |
|--|

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)

Marcia Bettis, Program Official

Date

LaQuita Clark, Consultant

Date



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Findings Report

Date: 10/19/2017 **VisitType:** Licensing Study

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Met

Comment

A variety of developmentally appropriate activities were observed. Current lesson plans were observed on file.

Correction Deadline: 10/19/2017

591-1-1-.12 Equipment & Toys(CR)

Met

Comment

Observed-Variety Throughout Center. Equipment and furniture was observed to be appropriately secured.

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

Met

Comment

No Swimming Activities Provided

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**

Discussed with director to obtain complete addresses of release persons for all listed on children's files.

Facility

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

Licensed Capacity Routinely Met

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

Observation-No Hazards Accessible

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

Observation-Clean/Good Repair. Discussed with the director to please refluff and redistribute resilient surface throughout playgrounds.

Food Service

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

Menu Meets USDA Guidelines. Current feeding plans were observed on file.

Health and Hygiene

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

Staff Stated Proper Knowledge

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

Observed-Staff Remind Children Wash Hand

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

Observed-Complete Documentation

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures**Met****Comment**

Complete documentation of emergency drills were observed on file. Discussed with the director to incorporate lock down drills every six months.

Correction Deadline: 10/24/2017

Safety

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

Comment

Observed-Discussion/Redirection

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

Comment

No Field Trips at This Time

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

Comment

No Routine Transportation Provided

Sleeping & Resting Equipment

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

Comment

Safety approved cribs were observed. Staff were observed to use safe sleep procedures. Cots were observed to be appropriately stored.

Staff Records

Records Reviewed: 18

Records with Missing/Incomplete Components: 6

| | |
|--------------------------|---------|
| Staff # 1 | Met |
| Date of Hire: 07/31/2017 | |
| Staff # 2 | Met |
| Date of Hire: 08/31/2004 | |
| Staff # 3 | Met |
| Date of Hire: 08/25/2006 | |
| Staff # 4 | Met |
| Date of Hire: 08/27/2003 | |
| Staff # 5 | Met |
| Date of Hire: 09/05/2017 | |
| Staff # 6 | Met |
| Date of Hire: 09/08/2014 | |
| Staff # 7 | Met |
| Date of Hire: 08/10/2006 | |
| Staff # 8 | Met |
| Date of Hire: 03/01/2015 | |
| Staff # 9 | Not Met |
| Date of Hire: 06/25/2017 | |

Records Reviewed: 18**Records with Missing/Incomplete Components: 6**

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 10

Not Met

Date of Hire: 07/25/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 11

Not Met

Date of Hire: 08/22/2017

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 12

Met

Date of Hire: 04/13/2006

Staff # 13

Not Met

Date of Hire: 02/06/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 14

Met

Date of Hire: 03/01/2013

Staff # 15

Met

Date of Hire: 08/01/2016

Staff # 16

Not Met

Date of Hire: 09/11/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(4)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(4)-1st Yr. Training 4 Hrs. Missing

Staff # 17

Met

Date of Hire: 07/31/2017

Staff # 18

Not Met

Date of Hire: 08/20/2007

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff Credentials Reviewed: 18

591-1-1-.09 Criminal Records Check(CR)**Not Met**

Finding

591-1-1-.09(1)(a) requires the Center to ensure that every Director, Employee and Provisional Employee of the Child Care Learning Center has a satisfactory records check determination before the individual is present at the Center or before the individual resides in a Center. It was determined, based on review of files, that one staff did not have evidence of a satisfactory determination letter prior to working at the center.

POI (Plan of Improvement)

The Center will obtain the Required Satisfactory Records Check Determination before an individual is present at the Center while any child is present for care or before residing in a Center.

Correction Deadline: 10/20/2017

Correction Deadline: 4/12/2017

Corrected on 10/19/2017

.09(1)(d) - Previous citation has been corrected in that staff hired after January 1, 2014 have records checks letters dated within 12 months of hire.

Correction Deadline: 4/12/2017

Corrected on 10/19/2017

.09(1)(e) - Previous citation has been corrected in that staff employed prior to January 1, 2014 now have satisfactory records checks on file.

591-1-1-.14 First Aid & CPR**Not Met****Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined, based on review of files, that five staff did not have current evidence of first aid and CPR within 90 days of hire.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 11/18/2017

591-1-1-.33 Staff Training**Not Met****Finding**

591-1-1-.33(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined, based on review of files that two staff did not have completed health and safety orientation training on file.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

Correction Deadline: 11/18/2017

Finding

591-1-1-.33(4) requires all Staff who provide any direct care to children, except independent contractors, Students-in-Training and volunteers, to obtain ten (10) clock hours of training or instruction in child care issues from an accredited school or Department-approved source. At least six (6) of the clock hours must be divided as follows: four (4) clock hours of training in any of the following topics: disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and two (2) clock hours of training in identifying, reporting and meeting the needs of abused, neglected or deprived children. It was determined, based on review of files, that one staff member did not have complete documentation of first year training on file.

POI (Plan of Improvement)

The Center will plan and schedule training and follow up to ensure that direct care Staff complete the required hours of training in the required subjects.

Correction Deadline: 11/18/2017

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

Comment

Lead staff education requirements

| |
|---------------------------------|
| Staffing and Supervision |
|---------------------------------|

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

Comment

Observed-Appropriate Staff:Child Ratios

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

Comment

Observed-Adequate Supervision