



**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:** 11/5/2018    **VisitType:** Complaint Investigation & Licensing Study    **Arrival:** 9:20 AM    **Departure:** 3:30 PM

**CCLC-31978**

**Grayson Academy**

1045 Cooper Rd. Grayson, GA 30017 Gwinnett County  
(678) 344-9991 twatson@graysonacademy.com

**Mailing Address**  
Same

**Regional Consultant**

Dianne Clarke

Phone: (770) 357-4923

Fax: (770) 357-4922

dianne.clarke@decal.ga.gov

Joint with: Stacy Whitten

**Quality Rated:** ★ ★ ★

<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.
11/05/2018	Complaint Closure	Good Standing	
11/05/2018	Complaint Investigation & Licensing Study	Good Standing	
08/22/2018	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	1L	Infants	2	9	C	14	C	NA	NA	Nap,Free Play,Feeding
Main	2L	One Year Olds	2	13	C	17	C	NA	NA	Circle Time
Main	3L	One Year Olds and Two Year Olds	2	13	C	20	C	NA	NA	Centers
Main	3R	Three Year Olds and Four Year Olds	2	16	C	21	C	NA	NA	Centers
Main	4 L	Two Year Olds and Three Year Olds	2	18	C	23	C	NA	NA	Centers
Main	Center Back Left		0	0	C	15	C	NA	NA	
Main	F Right Front		0	0	C	15	C	22	C	
Main	Front Left		0	0	C	31	C	NA	NA	
Main	H 2R	PreK	2	21	C	19	NC	NA	NA	Transitioning,Circle Time
Main	I 1R	PreK	2	17	C	19	C	NA	NA	Music
Total Capacity @35 sq. ft.: 194						Total Capacity @25 sq. ft.: 201				
Total # Children this Date: 107						Total Capacity @25 sq. ft.: 201				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	80	C
Main	B	83	C

**Comments**

Please remember to port all staff and staff with a national background check, must be supervised at all times. One day letter left on this date.

Plan of Improvement: Developed This Date 11/05/2018

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](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.

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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Tashida Watson, Program Official

Date

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Dianne Clarke, Consultant

Date

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Stacy Whitten, Consultant

Date



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### Findings Report

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The following information is associated with a Licensing Study Visit:

### Activities and Equipment

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.12(2) - Discussed regarding ensuring that the equipment remains clean and in good repair and tape can be used as a temporary fix until equipment can be repaired or replaced.

**Correction Deadline: 11/5/2018**

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

**Met**

**Comment**

Center does not provide swimming activities.

### 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**

No hazards observed accessible to children on this date.

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

**Met**

**Comment**

Playground observed to be clean and in good repair.

### Health and Hygiene

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

Staff state proper knowledge of diapering procedures.

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

Staff were observed to remind children to wash hands.

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

The provider stated that no medication was dispensed since the last visit.

**Safety**

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

Complete documentation of transportation observed.

**Sleeping & Resting Equipment**

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

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

**Staff Records****Records Reviewed: 29****Records with Missing/Incomplete Components: 0**

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Staff # 1	Met
Date of Hire: 10/03/2018	
Staff # 2	Met
Date of Hire: 09/17/2018	
Staff # 3	Met
Date of Hire: 03/04/2013	
Staff # 4	Met
Date of Hire: 08/18/2015	
Staff # 5	Met
Date of Hire: 08/06/2015	
Staff # 6	Met
Date of Hire: 08/15/2018	
Staff # 7	Met
Date of Hire: 08/01/2016	

Staff # 8 Date of Hire: 01/15/2016	Met
Staff # 9 Date of Hire: 04/16/2018	Met
Staff # 10 Date of Hire: 10/23/2018	Met
Staff # 11 Date of Hire: 11/02/2017	Met
Staff # 12 Date of Hire: 03/11/2016	Met
Staff # 13 Date of Hire: 08/30/2018	Met
Staff # 14 Date of Hire: 04/21/2014	Met
Staff # 15 Date of Hire: 04/24/2018	Met
Staff # 16 Date of Hire: 06/22/2011	Met
Staff # 17 Date of Hire: 01/25/2012	Met
Staff # 18 Date of Hire: 08/06/2018	Met
Staff # 19 Date of Hire: 01/30/2017	Met
Staff # 20 Date of Hire: 05/16/2018	Met
Staff # 21 Date of Hire: 08/24/2010	Met
Staff # 22 Date of Hire: 04/18/2018	Met

**Records Reviewed: 29**

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

Staff # 23 Date of Hire: 08/05/2014	Met
Staff # 24 Date of Hire: 01/15/2011	Met
Staff # 25 Date of Hire: 10/22/2018	Met
Staff # 26 Date of Hire: 04/04/2018	Met
Staff # 27 Date of Hire: 09/25/2017	Met
Staff # 28 Date of Hire: 10/11/2018	Met
Staff # 29 Date of Hire: 08/05/2014	Met

**Staff Credentials Reviewed: 29**

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

**Not Met**

**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 a review of records that a staff hired on March 20, 2018 was not ported and the portability deadline has passed as of October 1, 2018.

**POI (Plan of Improvement)**

The Center will 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. Provider began filling out the application during the visit.

**Correction Deadline: 11/5/2018**

**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**

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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.

**The following information is associated with a Complaint Investigation Visit:**

	<b>Safety</b>
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**591-1-1-.11 Discipline(CR)**

**Met**

**Correction Deadline: 8/22/2018**

**Corrected on 11/5/2018**

**.11(2) - The previous citation was observed to be corrected in that staff stated proper knowledge regarding discipline. Staff stated that they redirect.**