



Bright from the Start Georgia Department of Early Care and Learning
2 Martin Luther King Jr. Drive SE, 670 East Tower
Atlanta, GA 30334

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Date: 3/19/2019 **VisitType:** Licensing Study **Arrival:** 10:20 AM **Departure:** 2:00 PM

CCLC-32034

Premier Learning Academy

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Quality Rated: ★

Compliance Zone Designation		
03/19/2019	Licensing Study	Good Standing
09/28/2018	Complaint Closure	Good Standing
09/13/2018	Monitoring Visit	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	LEFT BACK	PreK	1	8	C	20	C	NA	NA	Nap
Main	LEFT ENTRANCE		0	0	C	23	C	NA	NA	
Main	LEFT REAR	PreK	2	19	C	24	C	NA	NA	Nap
Main	RIGHT REAR-PREK	PreK	1	16	C	22	C	NA	NA	Nap
Main	RT SIDE REAR LFT.	One Year Olds	1	8	C	18	C	NA	NA	Nap
Main	RT. SIDE FRONT	Infants and One Year Olds	2	8	C	12	C	NA	NA	Nap, Floor Play
Main	RT. SIDE REAR RT.	Two Year Olds	1	7	C	23	C	NA	NA	Nap
Total Capacity @35 sq. ft.: 142						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 66			Total Capacity @35 sq. ft.: 142			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	PLAYGROUND FRONT	21	C
Main	SIDE PLAYGROUND	31	C

Comments

Fingerprint letters observed for all staff.

Plan of Improvement: Developed This Date 03/19/2019

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

Herschel Tolson, Program Official

Date

Alison Benson, Consultant

Date

591-1-1-.08 Children's Records**Not Met****Finding**

591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, mental retardation or developmental disabilities which limit the child's participation in the program. It was determined based on review of children's records that three of five records did not include the release person's address.

POI (Plan of Improvement)

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

Correction Deadline: 4/2/2019

	Facility
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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-.25 Physical Plant-Structural/Mechanical**Met****Correction Deadline: 8/22/2018****Corrected on 3/19/2019**

.25(19) - Per director, the parking lot is no longer used for outside activities.

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

591-1-1-.26 - Discussed maintenance of resilient surface. Please fluff and redistribute.

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

Kitchen appears clean and well organized.

	Health and Hygiene
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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) N/A

Comment

Per director, no medication is being dispensed at this time.

Policies and Procedures

591-1-1-.29 Required Reporting Met

Correction Deadline: 9/28/2018

Corrected on 3/19/2019

.29(3) - Consultant discussed reporting all incidents via email/phone call within 24 hours.

Safety

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

Comment

Age-appropriate discussion and/or redirection observed.

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

Comment

Complete documentation of transportation observed.

Sleeping & Resting Equipment

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

Comment

Pleasant naptime environment observed.

Staff Records

Records Reviewed: 15

Records with Missing/Incomplete Components: 8

Staff # 1 Not Met

Date of Hire: 02/02/2012

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 2 Not Met

Date of Hire: 11/20/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 3 Met

Date of Hire: 03/09/2011

Staff # 4 Not Met

Date of Hire: 09/05/2018

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5

Met

Date of Hire: 03/09/2011

Staff # 6

Met

Date of Hire: 07/27/2018

Staff # 7

Met

Staff # 8

Met

Date of Hire: 02/11/2019

Staff # 9

Not Met

Date of Hire: 02/06/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 08/22/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 11

Met

Date of Hire: 03/11/2019

Staff # 12

Not Met

Date of Hire: 02/03/2012

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 13

Met

Date of Hire: 02/25/2011

Staff # 14

Not Met

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 15

Not Met

Date of Hire: 10/30/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Met

Comment

Criminal record checks were observed to be complete.

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

Met

Comment

Evidence observed of 100% of center staff certified in First Aid and CPR.

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 staff records, one of fifteen employees did not have evidence of health and safety orientation training.

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: 4/2/2019

Finding

591-1-1-.33(6) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers to attend ten (10) clock hours of training which is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on review of staff records, seven of fifteen employees did not have evidence of the complete 2018 annual training.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Staff have begun 2019 training.

Correction Deadline: 4/2/2019

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

Not Met

Finding

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on review of staff files, one lead teacher's CDA had expired January 28, 2018.

POI (Plan of Improvement)

Per director, employee will obtain her para-pro certificate by May 2019.

Correction Deadline: 3/19/2019

Recited on 3/19/2019

Staffing and Supervision

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

Met

Comment

Center observed to maintain appropriate staff:child ratios.

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

Met

Comment

Adequate supervision observed on this date.

Correction Deadline: 9/28/2018

Corrected on 3/19/2019

.32(7) - Per director, the three and four-year-old classes have been divided into two separate classes so that there is a lower staff:child ratio to prevent this from happening again.