



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: 10/10/2017 VisitType: Licensing Study

Arrival: 9:55 AM

Departure: 1:30 PM

CCLC-32681

B & S Academy and Preschool

800 Colbert Street Savannah, GA 31401 Chatham County
(912) 232-6810 bandsacademyllc@yahoo.com

Regional Consultant

Stacey Foston

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Mailing Address

Same

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.
10/10/2017	Licensing Study	Good Standing	
06/15/2017	Complaint Investigation Follow Up	Good Standing	
06/15/2017	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	A, right	One Year Olds	1	1	C	15	C	NA	NA	Floor Play
Main	B, middle	One Year Olds and Two Year Olds	2	11	C	15	C	NA	NA	Free Play, Story
Main	C, left	Three Year Olds	1	6	C	5	NC	NA	NA	Art, Transitioning, Centers
Total Capacity @35 sq. ft.: 35			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 18			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
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Comments

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

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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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@decal.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://decal.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)

Felshica Gadson-Fagins, Program Official

Date

Stacey Foston, 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-.03 Activities

Not Met

Finding

591-1-1-.03(13) requires Center Staff to develop a daily schedule for each group to reflect routines and activities that is flexible but routinely followed to provide structure. The schedule must be posted in each group's room or area and made available to Parent(s) upon request. It was determined based on observation that daily schedules were not posted in all classrooms.

POI (Plan of Improvement)

The Center will develop a daily schedule for each age group, post the schedule in each room, and make it available to parents upon request. The Center will train Staff and monitor to ensure the schedules are followed and remain posted.

Correction Deadline: 10/10/2017

Technical Assistance

591-1-1-.03(2) - Please ensure lesson plans are available for all classrooms.

Correction Deadline: 10/10/2017

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

Met

Comment

Discussed-Add to Enhance Variety

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

Met

Comment

No Swimming Activities Provided

Children's Records

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/Completed. Discussed paperwork.

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**

Reminder-Keep Hazards Inaccessible

Correction Deadline: 6/16/2017**Corrected on 10/10/2017****.25(8) - Outlets observed to be covered on this date.****591-1-1-.26 Playgrounds(CR)****Not Met****Finding**

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that the gate on the left side of the playground had a four and half inch gap underneath posing a possible entrapment hazard.

POI (Plan of Improvement)

The director states that she will routinely add dirt to bottom of the gate to fill in the space.

Correction Deadline: 10/13/2017**Recited on 10/10/2017****Finding**

Previously Cited: 591-1-1-.26(8) requires the playground to be kept clean, free of litter and hazards. It was determined based on observation that the following hazards were present:

-in the sand next to the gate on the left side of the playground there were several pieces of broken glass.

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that several pieces of large and small broken glass was observed on in sand near the gate.

POI (Plan of Improvement)

To ensure the cleanliness, sanitation and safety of the playground, the center will remove all glass and monitor that play area for hazards.

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 10/11/2017

Recited on 10/10/2017

Food Service

591-1-1-.18 Kitchen Operations

Met

Correction Deadline: 6/15/2017

Corrected on 10/10/2017

.18(1) - The previous citation has been corrected.

Health and Hygiene

591-1-1-.07 Children's Health

Technical Assistance

Technical Assistance

591-1-1-.07(5) - Discussed with staff that pacifiers should not be attached to children's clothing.

Correction Deadline: 10/10/2017

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

Met

Comment

Staff Stated Proper Knowledge

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

Met

Comment

Observed-Proper Hand Washing Throughout

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

Not Met

Finding

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on observations that the a bottle of allergy nasal spray was in the a mesh pocket in a child's bookbag and accessible to the children.

POI (Plan of Improvement)

The medication was removed during the visit. The staff will check children bookbags upon arrival for hazards.

Correction Deadline: 10/10/2017

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Technical Assistance

Technical Assistance

591-1-1-.21(1)(p) - Discussed new emergency preparedness plans with the director. The consultant emailed the director a link to the resources on the Bright from the Start website during the visit.

Correction Deadline: 10/15/2017

Comment

591-1-1-.21(3) - Observed documentation of drills. The consultant emailed the current emergency drill log to the director during the visit.

Correction Deadline: 10/15/2017

Safety

591-1-1-.05 Animals

Met

Comment

No Animals Kept

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

Met

Comment

Observed-Discussion/Redirection

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

Met

Correction Deadline: 6/15/2017

Corrected on 10/10/2017

.13(5) - The director states that the center has not participated in field trips since the last visit.

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

Met

Comment

The director states that the center is not providing home or school transportation.

Sleeping & Resting Equipment

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

Met

Comment

Cribs and cots in good condition.

Staff Records

Records Reviewed: 7

Records with Missing/Incomplete Components: 2

Staff # 1

Met

Date of Hire: 03/01/2002

Staff # 2

Not Met

Date of Hire: 10/25/2017

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 3

Met

Date of Hire: 07/01/2011

Staff # 4

Met

Date of Hire: 12/30/2016

Staff # 5

Met

Records Reviewed: 7**Records with Missing/Incomplete Components: 2**

Date of Hire: 12/12/2016

Staff # 6

Met

Date of Hire: 07/01/2011

Staff # 7

Not Met

Date of Hire: 07/01/2011

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff Credentials Reviewed: 7

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 a review of records that the center did not have evidence of satisfactory determination on file for provisional employee.

POI (Plan of Improvement)

The Center has misplaced the employees personnel file. The center will fax a copy of the satisfactory determination to the provider by close of business. The consultant left a one day letter on this date.

Correction Deadline: 10/10/2017**Finding**

591-1-1-.09(1)(e) requires every Employee hired before January 1, 2014 have either a satisfactory Preliminary Records Check Determination or a satisfactory Fingerprint Records Check Determination on file and requires that Employees hired before January 1, 2014 that have only a satisfactory Preliminary Records Check Determination on file to obtain a Fingerprint Records Check Determination before January 1, 2017.

It was determined based on review of records, that the director did not obtain a fingerprint records check before January 1, 2017 as required.

POI (Plan of Improvement)

The Center will ensure that every employee hired before January 1, 2014 has a satisfactory preliminary determination or satisfactory fingerprint determination on file and will have a plan to ensure that these employees obtain a Fingerprint Records Check Determination before January 1, 2017. The consultant left a one day letter.

Correction Deadline: 10/11/2017**Recited on 10/10/2017****591-1-1-.24 Personnel Records****Not Met**

Finding

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on review of files that the center did not have a personnel file for one staff member.

POI (Plan of Improvement)

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 10/12/2017

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 discussion and review of files that six staff members did not complete the Health and Safety training as required,

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: 11/9/2017

Defer

591-1-1-.33(5)-Annual training for 2016 was evaluated on January 31, 2017. Annual training for 2017 will be evaluated next year.

POI (Plan of Improvement)

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

Correction Deadline: 3/2/2017

591-1-1-.31 Staff(CR)**Not Met****Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined base on a review of records that the lead teachers did not have current credential to meet the lead teacher qualifications.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience. The staff will renew their CDA's.

Correction Deadline: 12/31/2017

Staffing and Supervision

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

Observed-Appropriate Staff:Child Ratios

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

Observed-Adequate Supervision