



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: 4/30/2018 **VisitType:** Licensing Study **Arrival:** 10:45 AM **Departure:** 3:00 PM

CCLC-33780

Glad Tidings Academy

16603 US Hwy 19 N Thomasville, GA 31792 Thomas County
 (229) 236-6005 gwelch1965@yahoo.com

Regional Consultant

Cresia Jackson

Phone: (229) 238-2958

Fax: (229) 238-2957

cresia.jackson@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★

<u>Compliance Zone Designation</u>			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.
04/30/2018	Licensing Study	Good Standing	
10/30/2017	Monitoring Visit	Good Standing	
03/07/2017	Licensing Study	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
One Bldg.	A	Infants	2	9	C	14	C	NA	NA	Feeding,Nap,Clean Up
One Bldg.	B	Three Year Olds and Four Year Olds	2	21	C	29	C	NA	NA	Lunch
One Bldg.	C		0	0	C	14	C	NA	NA	Lunch,Transitioning,Nap
One Bldg.	D	One Year Olds and Two Year Olds	2	13	C	20	C	NA	NA	Lunch
One Bldg.	E	Two Year Olds and Three Year Olds	1	11	C	18	C	NA	NA	Clean Up
One Bldg.	F	One Year Olds	3	9	C	13	C	NA	NA	Nap,Clean Up
Total Capacity @35 sq. ft.: 108			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 63			Total Capacity @35 sq. ft.: 108							
			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
One Bldg.	A-Infant	16	C
One Bldg.	B-Lg. Plgr.	20	C

Comments

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

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).



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.

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). Sign up for Quality Rated by June 30, 2018 in order to be eligible to receive a bonus package.

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

Gigi Welch, Program Official

Date

Cresia Jackson, Consultant

Date



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

Findings Report

Date: 4/30/2018 **VisitType:** Licensing Study

Arrival: 10:45 AM

Departure: 3:00 PM

CCLC-33780

Glad Tidings Academy

16603 US Hwy 19 N Thomasville, GA 31792 Thomas County
(229) 236-6005 gwelch1965@yahoo.com

Mailing Address
Same

Regional Consultant

Cresia Jackson

Phone: (229) 238-2958

Fax: (229) 238-2957

cresia.jackson@dec.al.ga.gov

The following information is associated with a Licensing Study:

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)

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

Center appears clean and well maintained.

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

Met

Correction Deadline: 11/9/2017

Corrected on 4/30/2018

This citation was observed to be correct on this date.

Health and Hygiene

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

Met

Comment

Proper diapering procedures observed.

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

Proper hand washing observed throughout the center.

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

Director stated medications are not currently dispensed.

Safety

591-1-1-.11 Discipline(CR)**Not Met****Finding**

591-1-1-.11(2) requires that Personnel not: physically or sexually abuse a child or engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center; inflict corporal/physical punishment upon a child; shake, jerk, pinch or handle a child roughly; verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family; isolate a child in a dark room, closet or unsupervised area; use mechanical or physical restraints or devices to discipline children; use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent; restrict unreasonably a child from going to the bathroom; punish toileting accidents; force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks; force or withhold naps; allow children to discipline or humiliate other children; or confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat. It was determined based on consultant observation that a teacher in the one year old classroom roughly forced a child to lay down on his cot during nap time. It was further observed the teacher jerked the child's legs around to lay him straightway on the cot as she covered him with the blanket.

POI (Plan of Improvement)

The Center will take immediate action to ensure the action/conduct has ceased; train/review appropriate child guidance techniques with center staff; and have a system in place to monitor and identify inappropriate actions.

Correction Deadline: 4/30/2018

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)**Not Met****Correction Deadline: 10/30/2017****Corrected on 4/30/2018**

This citation was observed to be correct on this date.

Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on consultant observation that three infants were covered with blankets while asleep in their crib. It was further determined that one of the infants was wrapped tightly in a blanket and propped on a pillow while asleep in his crib.

POI (Plan of Improvement)

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

Correction Deadline: 4/30/2018

Staff Records	
---------------	--

Records Reviewed: 22

Records with Missing/Incomplete Components: 0

Staff # 1	Met
Date of Hire: 05/23/2016	
Staff # 2	Met
Date of Hire: 12/18/2017	
Staff # 3	Met
Date of Hire: 05/24/2016	
Staff # 4	Met
Date of Hire: 01/30/2017	
Staff # 5	Met
Date of Hire: 11/22/2017	
Staff # 6	Met
Date of Hire: 03/20/2017	
Staff # 7	Met
Date of Hire: 05/16/2016	
Staff # 8	Met

Records Reviewed: 22**Records with Missing/Incomplete Components: 0**

Date of Hire: 09/18/2017

Staff # 9 Met

Date of Hire: 01/25/2016

Staff # 10 Met

Date of Hire: 08/01/2012

Staff # 11 Met

Date of Hire: 09/13/2017

Staff # 12 Met

Date of Hire: 08/29/2017

Staff # 13 Met

Date of Hire: 07/15/2018

Staff # 14 Met

Date of Hire: 09/07/2012

Staff # 15 Met

Date of Hire: 12/21/2017

Staff # 16 Met

Date of Hire: 01/15/2018

Staff # 17 Met

Staff # 18 Met

Date of Hire: 11/01/2017

Staff # 19 Met

Date of Hire: 03/27/2018

Staff # 20 Met

Date of Hire: 12/14/2015

Staff # 21 Met

Date of Hire: 08/08/2017

Staff # 22 Met

Date of Hire: 01/12/2018

Staff Credentials Reviewed: 22

591-1-1-.09 Criminal Records Check(CR)	Met
---	------------

Comment

Director provided 5 file(s) for employees hired since last visit.

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

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.