



**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:** 5/8/2019    **VisitType:** Monitoring Visit    **Arrival:** 1:25 PM    **Departure:** 3:15 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:** ★ ★

<b>Compliance Zone Designation</b>			<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.
05/08/2019	Monitoring Visit	Good Standing	
12/18/2018	Licensing Study	Good Standing	
08/06/2018	Complaint Investigation & Monitoring Visit	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	7	C	14	C	NA	NA	Diapering, Floor Play, Nap
One Bldg.	B	Three Year Olds and Four Year Olds	2	15	C	29	C	NA	NA	Clean Up, Nap
One Bldg.	C		0	0	C	14	C	NA	NA	
One Bldg.	D	Two Year Olds	2	18	C	20	C	NA	NA	Clean Up, Snack
One Bldg.	E	Two Year Olds and Three Year Olds	1	13	C	18	C	NA	NA	Clean Up, Snack
One Bldg.	F	One Year Olds	2	9	C	13	C	NA	NA	Diapering
Total Capacity @35 sq. ft.: 108			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 62			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: No Plan Developed

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.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.

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#### 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.ga.gov](mailto:CCSRefutations@dec.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.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.

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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.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.ga.gov](mailto:qualityrated@dec.ga.gov)

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Gigi Welch, Program Official

Date

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Cresia Jackson, Consultant

Date



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### Findings Report

**Date:** 5/8/2019 **VisitType:** Monitoring Visit **Arrival:** 1:25 PM **Departure:** 3:15 PM

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The following information is associated with a Monitoring Visit:

### 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)** **Not Met**

**Correction Deadline: 5/8/2019**

**Corrected on 5/8/2019**

**This citation was observed to be correct on this date.**

**Finding**

591-1-1-.26(7) requires that climbing and swinging equipment be anchored. It was determined based on consultant observation that the blue climbing gym was not securely anchored and posed a tilting hazard to the children.

**POI (Plan of Improvement)**

The Center will remove or repair equipment that is not anchored and will regularly inspect the equipment to ensure it remains anchored.

Correction Deadline: 5/18/2019

## Health and Hygiene

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

Not Met

#### Finding

591-1-1-.10(4) requires that if diapers are changed on a diaper changing surface, the surface shall be smooth, nonporous, and equipped with a guard or rails to prevent falls. Between each diaper change, the diaper changing surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined based on observation that the teacher in the infant room did not clean the changing table after diapering a child.

#### POI (Plan of Improvement)

The Center will ensure there is a smooth, nonporous changing surface that has a guard or rails for safety in each classroom that houses children wearing diapers. Center Staff will be trained and have adequate supplies to properly clean the diaper changing surface between each diaper change.

Correction Deadline: 5/8/2019

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

Met

#### Comment

Staff were observed to remind children to wash hands.

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

Met

#### Comment

The Provider currently does not dispense/administer medication.

## Safety

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

Met

#### Comment

Staff were observed to maintain a positive learning environment on this date.

### 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)

Technical Assistance

#### Technical Assistance

Consultant discussed with the director the maintenance of cots and mats.

Correction Deadline: 5/8/2019

## Staff Records

Records Reviewed: 20

Records with Missing/Incomplete Components: 2

Staff # 1

Not Met

Date of Hire: 02/11/2019

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 2	Met
Date of Hire: 05/23/2016	
Staff # 3	Met
Date of Hire: 12/18/2017	
Staff # 4	Met
Date of Hire: 05/24/2016	
Staff # 5	Met
Date of Hire: 01/30/2017	
Staff # 6	Met
Date of Hire: 10/02/2014	
Staff # 7	Not Met
Date of Hire: 03/12/2019	
<u>"Missing/Incomplete Components"</u>	
.24(1)-Evidence of Orientation Missing	
Staff # 8	Met
Date of Hire: 11/22/2017	
Staff # 9	Met
Date of Hire: 08/09/2018	
Staff # 10	Met
Date of Hire: 05/16/2016	
Staff # 11	Met
Date of Hire: 01/25/2016	
Staff # 12	Met
Date of Hire: 08/01/2012	
Staff # 13	Met
Date of Hire: 07/15/2018	
Staff # 14	Met
Date of Hire: 10/29/2018	
Staff # 15	Met
Date of Hire: 09/07/2012	
Staff # 16	Met

**Records Reviewed: 20****Records with Missing/Incomplete Components: 2**

Date of Hire: 08/01/2018

Staff # 17

Met

Staff # 18

Met

Date of Hire: 11/01/2017

Staff # 19

Met

Date of Hire: 12/14/2015

Staff # 20

Met

Date of Hire: 08/03/2018

**Staff Credentials Reviewed: 20****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Consultant asked the director if there was any new hires since last visit. Director provided two newly hired 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**

Adequate supervision observed on this date.

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

Center observed to maintain appropriate staff:child ratios.