



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: 11/6/2019 **VisitType:** Licensing Study **Arrival:** 9:15 AM **Departure:** 2:45 PM

CCLC-3459

Kids 'R' Kids #15

3180 Medlock Bridge Road Norcross, GA 30071 Gwinnett County
 (770) 446-8700 info@kidskidsmedlockbridge.com

Regional Consultant

Bridget Johnson

Phone: (770) 357-4913

Fax: (770) 357-4912

bridget.johnson@dec.al.ga.gov

Mailing Address

3180 Medlock Bridge Road
 Peachtree Corners, GA 30071

Quality Rated: ★

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.
11/06/2019	Licensing Study	Good Standing	
08/27/2019	Incident Investigation Closure	Support	
07/16/2019	Incident Investigation & Follow Up	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 and One Year Olds	3	11	C	27	C	NA	NA	Floor Play, Diapering
Main	1R	One Year Olds and Two Year Olds	2	11	C	23	C	NA	NA	Circle Time
Main	2L	One Year Olds	2	10	C	26	C	NA	NA	Free Play
Main	2R	Two Year Olds	2	8	C	22	C	NA	NA	Circle Time, Diapering
Main	3R	Three Year Olds	2	17	C	23	C	NA	NA	Outside
Main	Back Left - Left Side A	PreK	2	19	C	29	C	NA	NA	Circle Time
Main	Back Left - Left Side B	PreK	2	16	C	23	C	NA	NA	Snack
Main	Back Left - Right Side	Two Year Olds	2	10	C	25	C	NA	NA	Transitioning
Main	Back Right Room	Four Year Olds	1	12	C	19	C	NA	NA	Circle Time
Total Capacity @35 sq. ft.: 217						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 114 Total Capacity @35 sq. ft.: 217						Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	33	C
Main	B	141	C
Main	C	76	C

Comments

11/06/2019: The purpose of this visit was to conduct a licensing study and follow up on any previous citations. A one-day letter and CRC video affidavit were left on site on this date. The video affidavit is due back to the Consultant by November 13, 2019.

Plan of Improvement: Developed This Date 11/06/2019

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.state.ga.us/CCS/RuleAndRegulations.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.

- 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

Eunice Campbell, Program Official

Date

Bridget Johnson, 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: 11/6/2019 **VisitType:** Licensing Study

Arrival: 9:15 AM

Departure: 2:45 PM

CCLC-3459

Kids 'R' Kids #15

3180 Medlock Bridge Road Norcross, GA 30071 Gwinnett County
(770) 446-8700 info@kidskidsmedlockbridge.com

Mailing Address

3180 Medlock Bridge Road
Peachtree Corners, GA 30071

Regional Consultant

Bridget Johnson

Phone: (770) 357-4913

Fax: (770) 357-4912

bridget.johnson@decal.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)

N/A

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

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 agreements observed obtained/completed.

Comment

Parent authorizations obtained/completed.

Comment

Records were observed to be complete and well organized.

Facility**591-1-1-.06 Bathrooms****Met****Comment**

Bathrooms observed to be clean and well maintained.

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.

Comment

No hazards observed accessible to children on this date.

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

Comment

Playground observed to be clean and in good repair.

Food Service**591-1-1-.15 Food Service & Nutrition****Met****Comment**

Center menu meets USDA guidelines.

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

Kitchen appears clean and well organized.

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**

Documentation for medication dispensing observed complete.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures**Met****Comment**

Program observed to have completed all emergency drills as required.

Safety

591-1-1-.05 Animals**N/A****Comment**

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

Comment

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

591-1-1-.13 Field Trips(CR)**Met****Comment**

Field trip documentation observed to be complete.

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

A current/completed inspection was observed for all vehicles used in transporting children this date.

Comment

Complete documentation of transportation observed.

Comment

The vehicles had an approved fire extinguisher and first aid kits on this date.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position.

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: 14**Records with Missing/Incomplete Components: 3**

Staff # 1

Met

Date of Hire: 08/02/2017

Staff # 2

Met

Date of Hire: 09/13/2019

Staff # 3

Met

Date of Hire: 07/14/2014

Records Reviewed: 14**Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 07/18/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5 Not Met

Date of Hire: 10/02/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 6 Met

Date of Hire: 07/18/2019

Staff # 7 Met

Date of Hire: 11/28/2012

Staff # 8 Met

Date of Hire: 07/03/2015

Staff # 9 Met

Date of Hire: 01/31/1992

Staff # 10 Met

Date of Hire: 11/04/2019

Staff # 11 Met

Date of Hire: 05/27/2015

Staff # 12 Not Met

Date of Hire: 10/28/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 13 Met

Date of Hire: 06/06/2005

Staff # 14 Met

Date of Hire: 08/07/2015

Staff Credentials Reviewed: 9

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)	Not Met
---	----------------

Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that staff #7 was hired on July 18, 2019, staff #10 was hired on October 2, 2019, and staff #24 was hired on October 28, 2019, and all staff members had previously been issued satisfactory comprehensive clearance letters at other facilities, but their 12-month portability period had expired prior to their hire date and none of the staff had submitted new fingerprints or Records Check Applications in order to obtain a new and current clearance letter. Staff #7 was working in the toddler classroom, staff #10 was working in the four-year-old classroom, and staff #24 had not clocked in yet on this date.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will ensure the CRC rules are maintained.

Correction Deadline: 11/6/2019

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 staff #7 was hired on July 18, 2019, staff #10 was hired on October 2, 2019, and staff #24 was hired on October 28, 2019, and all staff members had previously been issued satisfactory comprehensive clearance letters at other facilities, but their 12-month portability period had expired prior to their hire date and none of the staff had submitted new fingerprints or Records Check Applications in order to obtain a new and current clearance letter. Staff #7 was working in the toddler classroom, staff #10 was working in the four-year-old classroom, and staff #24 had not clocked in yet on this date.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - 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. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will ensure the CRC rules are maintained.

Correction Deadline: 11/6/2019

591-1-1-.14 First Aid & CPR**Not Met****Comment**

Complete first aid kits observed in center and on vehicles.

Finding

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that one staff member had documentation on file of current training in CPR and First Aid which did not include information to confirm that the training was obtained from an approved source.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 12/6/2019

591-1-1-.33 Staff Training**Not Met****Comment**

Documentation observed of required annual staff training.

Finding

591-1-1-.33(3) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on a review of records that one staff member did not have documentation on file showing they had completed the Health and Safety Orientation within the first 90 days of employment 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 and will ensure that the training includes all required components as required.

Correction Deadline: 12/6/2019

591-1-1-.31 Staff(CR)**Met****Comment**

Staff observed to be compliant with applicable laws and regulations.

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**

Staff observed to provide direct supervision and be attentive to children's needs.

Correction Deadline: 8/27/2019

Corrected on 11/6/2019

.32(7) - On this date consultant observed correction of previous citation in that appropriate supervision was observed in all classes.