



**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:** 4/1/2019    **VisitType:** Licensing Study    **Arrival:** 8:15 AM    **Departure:** 10:45 AM

**CCLC-34864**

**A Thru Z Childcare & Learning Center**

2950 Stone Hogan Connector Ste. B Atlanta, GA 30331 Fulton County  
(404) 629-6868 athruzchildcare@yahoo.com

**Regional Consultant**

Michelle Smith

Phone: (404) 478-8183  
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**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.
04/01/2019	Licensing Study	Good Standing	
09/06/2018	POI Follow Up	Good Standing	
08/16/2018	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
Main	Rm. A- Infants 1st left	Infants	1	3	C	21	C	NA	NA	Floor Play
Main	Rm. B 2nd left	Three Year Olds and Six Year Olds and Over	1	7	C	21	C	30	C	Circle Time, Free Play, Transitioning
Main	Rm. C 1st right	One Year Olds and Two Year Olds and Three Year Olds	1	6	C	21	C	NA	NA	Floor Play
Main	Rm. D- 2nd Right		0	0	C	21	C	30	C	Not In Use
Total Capacity @35 sq. ft.: 84						Total Capacity @25 sq. ft.: 102				
Total # Children this Date: 16			Total Capacity @35 sq. ft.: 84			Total Capacity @25 sq. ft.: 102				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground	120	C

**Comments**

The purpose of this visit was to conduct a Licensing Study in follow up to the visit conducted 08.16.18. Consultant discussed and reviewed report with Director on this date.

Plan of Improvement: Developed This Date 04/01/2019

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/Regulations.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](mailto: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](mailto:qualityrated@dec.state.ga.us)

Tangala Roberts, Program Official

Date

Michelle Smith, Consultant

Date



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### Findings Report

**Date:** 4/1/2019    **VisitType:** Licensing Study    **Arrival:** 8:15 AM    **Departure:** 10:45 AM

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The following information is associated with a Licensing Study:

**Activities and Equipment**

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

**Met**

**Comment**

Equipment and furniture observed to be properly secured, as applicable.

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

**N/A**

**Comment**

Center does not provide swimming activities.

**Facility**

**591-1-1-.19 License Capacity(CR)**

**Met**

**Correction Deadline: 9/6/2018**

**Corrected on 4/1/2019**

**.19(1) - Consultant observed the appropriate License capacity on this date.**

**591-1-1-.25 Physical Plant - Safe Environment(CR)**

**Not Met**

**Finding**

591-1-1-.25(11) requires that floor coverings be tight, smooth, free of odors and washable or cleanable. It was determined based on Consultant observation that several section of the flooring was not tight, smooth, and able to be properly cleaned and disinfected in A- 1st Left, 2nd Left, 1st Right, and one minor section in the Kitchen area which poses hazards to children.

**POI (Plan of Improvement)**

Floors will be maintained to be safe and sanitary.

**Correction Deadline: 5/1/2019**

**Finding**

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on Consultant observation the following need repairs:

- electrical outlet cover in the 1st Right Classroom
- replace lock under sink in the 2nd Left Classroom, containing baby wipes, plastic bags, etc.
- light fixture in the 1st Right Classroom
- replace straps in feeding chair in A 1st Left Classroom

**POI (Plan of Improvement)**

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

**Correction Deadline: 4/15/2019**

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

**Not Met**

**Correction Deadline: 8/27/2018**

**Corrected on 4/1/2019**

**.26(9) - Consultant observed the wooden barrier to be in good repair on this date.**

**Technical Assistance**

591-1-1-.26(9) - Consultant discussed with Center Director to ensure that minor sticks are removed from playground. In addition to ensure that roots are re painted to prevent tripping hazards.

**Correction Deadline: 4/1/2019**

**Finding**

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 Consultant observation that one swing set has two (2) broken swings hanging on the playground, which poses hazards to children.

**POI (Plan of Improvement)**

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: 4/2/2019**

**Food Service**

**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**

Staff state proper knowledge of diapering procedures.

**Correction Deadline: 9/10/2018**

**Corrected on 4/1/2019**

**.10(4) - Consultant observed a non porous, clean diaper changing station on this date.**

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

**Comment**

Staff were observed to remind children to wash hands.

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**591-1-1-.20 Medications(CR)** **N/A**

**Comment**

The Provider currently does not dispense/administer medication.

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**Policies and Procedures**

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**591-1-1-.21 Operational Policies & Procedures** **Not Met**

**Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on review of emergency drill documentation that the emergency fire drill was not conducted for the month of March. In addition emergency lockdown drill was not conducted every six months as required by the Department.

**POI (Plan of Improvement)**

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

**Correction Deadline: 4/8/2019**

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**Safety**

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

**Comment**

Center does not keep animals on premises.

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

**Comment**

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

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

**Comment**

Field trip documentation observed to be complete for a field trip on October 25, 2019.

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

**Comment**

Complete documentation of transportation observed.

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**Sleeping & Resting Equipment**

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

**Comment**

Consultant observed seven (7) cribs to meet the Consumer Product Safety Commission (CPSC), and the American Society of Testing Materials International (ASTM) on this date.

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**Staff Records**

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**Records Reviewed: 10**

**Records with Missing/Incomplete Components: 4**

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Staff # 1

Met

**Records Reviewed: 10****Records with Missing/Incomplete Components: 4**

Date of Hire: 02/20/2019

Staff # 2

Not Met

Date of Hire: 03/08/2012

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 08/14/2012

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 4

Met

Date of Hire: 03/07/2019

Staff # 5

Met

Date of Hire: 01/30/2017

Staff # 6

Met

Date of Hire: 08/13/2018

Staff # 7

Not Met

Date of Hire: 06/07/2007

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Met

Date of Hire: 03/05/2019

Staff # 9

Met

Date of Hire: 01/30/2019

Staff # 10

Not Met

Date of Hire: 08/25/2003

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

**Staff Credentials Reviewed: 10****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Consultant observed ten (10) of ten (10) Center Staff to have valid Satisfactory Comprehensive Criminal Records Check Determination letters issued by the Department on this date.

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

**Comment**

Complete first aid kits observed in center and on vehicles.

**Comment**

Evidence observed of 50% of center staff certified in First Aid and CPR.

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**591-1-1-.33 Staff Training**

**Not Met**

**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 records that four (4) Center Staff did not have valid evidence of completing the 10 hours of annual training for 2018 as required by the Department.

**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.

**Correction Deadline: 5/1/2019**

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

**Technical Assistance**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Technical Assistance**

591-1-1-.31(2)(b)3.(iii) - Consultant discussed with Center Director to ensure that an educational plan is on file at all times, and readily available upon the request of the Consultant.

**Correction Deadline: 4/1/2019**

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**Staffing and Supervision**

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

**Met**

**Correction Deadline: 9/6/2018**

**Corrected on 4/1/2019**

**.32(2) - Consultant observed appropriate ratios on this date.**

**Correction Deadline: 9/6/2018**

**Corrected on 4/1/2019**

**.32(4) - Consultant observed children to be housed with the appropriate age group on this date.**

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

**Met**

**Comment**

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