



**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:** 1/24/2018    **VisitType:** Licensing Study    **Arrival:** 9:00 AM    **Departure:** 12:30 PM

**CCLC-35250**

**Childcare Network #211**

3635 Howell Ferry Rd. Duluth, GA 30096 Gwinnett County  
 (770) 623-9800 cni211@childcarenetwork.com

**Mailing Address**  
 Same

**Regional Consultant**

Kati Cosby

Phone: (912) 544-8606  
 Fax: (912) 544-9425  
 kati.cosby@dec.al.ga.gov

Joint with: LaKeyshia Tucker

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>		
01/24/2018	Licensing Study	Good Standing
08/23/2017	MV POI Follow Up	Good Standing
07/11/2017	Complaint Closure	Good Standing

**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.

**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 1st left	Infants and One Year Olds	1	4	C	15	C	NA	NA	Floor Play
Main	B 2nd Left		0	0	C	14	C	NA	NA	
Main	C 3rd left	Two Year Olds	1	8	C	14	C	NA	NA	Circle Time
Main	D rear Left	PreK	2	17	C	18	C	NA	NA	Centers
Main	E 1st Right	PreK	2	19	C	28	C	NA	NA	Free Play
Main	F 2nd Right	Two Year Olds and Three Year Olds	1	10	C	39	C	NA	NA	Circle Time
Main	G 3rd Right		0	0	C	21	C	NA	NA	
Total Capacity @35 sq. ft.: 149						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 58			Total Capacity @35 sq. ft.: 149			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A Right	28	C
Main	B Front Left	43	C
Main	C rear	43	C

**Comments**

Plan of Improvement: Developed This Date 01/24/2018

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).

	<b>Reminder:</b> All employees of child care programs must be fingerprinted before <b>January 1, 2017</b> . For instructions and to submit records check applications online, please visit <a href="http://www.decalkoala.com">www.decalkoala.com</a> . 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](mailto: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)

	
<b>Important New Deadlines:</b>	
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: <a href="https://qualityrated.dec.al.ga.gov/">https://qualityrated.dec.al.ga.gov/</a> Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or <a href="mailto:qualityrated@dec.al.ga.gov">qualityrated@dec.al.ga.gov</a>	

_____	_____
Adeline Osorio, Program Official	Kati Cosby, Consultant
Date	Date
_____	_____
LaKeyshia Tucker, 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:** 1/24/2018    **VisitType:** Licensing Study    **Arrival:** 9:00 AM    **Departure:** 12:30 PM

**CCLC-35250**

**Childcare Network #211**

3635 Howell Ferry Rd. Duluth, GA 30096 Gwinnett County  
(770) 623-9800 cni211@childcarenetwork.com

**Mailing Address**  
Same

**Regional Consultant**

Kati Cosby

Phone: (912) 544-8606

Fax: (912) 544-9425

kati.cosby@dec.al.ga.gov

Joint with: LaKeyshia Tucker

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)**

**Not Met**

**Comment**

Please be mindful to keep items that pose a hazard inaccessible to children.

**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 observations, that in Classroom E three black floating shelves were not secured into the wall and two large holes were present above the left of the sink with exposed sheet rock. It was further determined that in Classrooms D and F the laminate flooring in the boys bathrooms was cracked and peeling around the drains in the floor.

**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: 1/24/2018**

**Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute.

**Correction Deadline: 9/2/2017**

**Corrected on 1/24/2018**

**.26(6) - Previous citation was corrected in that the carpet was observed to be in good repair and no chipping paint was observed on this date.**

**Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined, based on observations, that on the side right playground three bucket swings had cracked yellow coverings and rust on the swing chains, rust on the tire swing chain and a hole with cracks in the orange yellow and blue Little Tykes play structure.

**POI (Plan of Improvement)**

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

**Correction Deadline: 2/23/2018**

**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 observations, that in the back left corner of playground C there were three exposed nails from the missing and rotten wooden boarder. The Consultant also observed three drain spouts on the building that were missing and left pieces of jagged metal exposed. Furthermore on playground C pieces of rubber outdoor mat were broken and scattered around the back right corner of the playground near the red "fire engine" structure.

**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: 2/23/2018**

**Food Service**

**Finding**

591-1-1-.15(4) requires that a feeding chair or similar equipment designed for feeding children shall be provided for the use of each child being fed who is capable of sitting up but who is unable to sit unassisted at a table and must be cleaned with a disinfectant after each use. Such chair or similar equipment shall have a broad base to prevent tipping, a surface that the child cannot raise, a strap or other device which prevents the child from sliding out of the chair, and a feeding surface free of cracks. It was determined, based on observations, that two of the four high chairs had safety straps that were installed incorrectly.

**POI (Plan of Improvement)**

The Center will inspect feeding equipment to ensure it meets each of the listed criteria and to verify a feeding chair or equipment is provided for each child who requires one. The Center will train staff and monitor to ensure that the feeding equipment is cleaned with a disinfectant after each use.

**Correction Deadline: 1/25/2018**

**Health and Hygiene**

---

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

Hand washing requirements and procedures for diapering were discussed with the staff on this date. The Consultant discussed with the acting Director that diapering procedures be reviewed with all staff.

---

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

Staff were observed to remind children to wash hands.

---

**591-1-1-.20 Medications(CR)****Not Met****Finding**

591-1-1-.20(3) requires the Center to maintain a record of medication dispensed that includes the date, time and amount of medication, any noticeable adverse reaction, and the signature or initials of the person administering the medication. It was determined, based on review of records, that medication was not given or properly documented for two children on November 17, 20 and 21, 2017.

**POI (Plan of Improvement)**

The Center will train Staff responsible for dispensing medication in the accurate completion and storage of the records and will implement a plan to monitor this.

**Correction Deadline: 1/24/2018**

---

**Safety**

---

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

Age-appropriate discussion and/or redirection observed.

---

**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****Finding**

591-1-1-.30(1)(a)2 requires that a crib mattress is firm, tight-fitting without gaps, at least 2 inches thick and covered with a waterproof, washable material. Before a change of occupant, each mattress shall be cleaned with a disinfectant. It was determined, based on observations, that four crib mattresses had holes in the plastic around the corners of the mattress.

**POI (Plan of Improvement)**

The center will ensure that a crib mattress is firm, tight-fitting without gaps, at least

**Correction Deadline: 2/23/2018**

**Correction Deadline: 8/23/2017**

**Corrected on 1/24/2018**

**.30(1)(b)2 - Previous citation was corrected in that all cots were observed to be labled on this date.**

---

**Staff Records**

---

**Records Reviewed: 23****Records with Missing/Incomplete Components: 9**

Staff # 1

Met

Staff # 2

Not Met

Date of Hire: 08/02/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Met

Date of Hire: 11/07/2017

Staff # 4

Met

Staff # 5

Not Met

Date of Hire: 03/14/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 6

Met

Date of Hire: 10/04/2016

Staff # 7

Not Met

Date of Hire: 08/14/2017

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 09/04/2012

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Met

Date of Hire: 05/02/2017

Staff # 10

Not Met

Date of Hire: 01/16/2018

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 11

Not Met

Date of Hire: 12/23/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 12

Met

Date of Hire: 08/03/2017

Staff # 13 Date of Hire: 10/13/2016	Met
Staff # 14 Date of Hire: 07/18/2016 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	Not Met
Staff # 15 Date of Hire: 12/19/2016 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	Not Met
Staff # 16 Date of Hire: 11/15/2016	Met
Staff # 17 Date of Hire: 10/13/2016	Met
Staff # 18 Date of Hire: 11/28/2016	Met
Staff # 19 Date of Hire: 01/23/2017	Met
Staff # 20 Date of Hire: 09/13/2016	Met
Staff # 21 Date of Hire: 03/08/2010	Met
Staff # 22 Date of Hire: 05/12/2017	Met
Staff # 23 Date of Hire: 03/23/2017 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	Not Met

**Staff Credentials Reviewed: 23**

---

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

Criminal records checks were observed to be complete.

---

**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 review of records, that none of the staff had completed 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. Consultant discussed available training opportunities with the acting Director. All staff will enroll and complete the training by the deadline and the acting Director will send confirmation of completed trainings to the Consultant.

**Correction Deadline: 2/7/2018****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 employees did not complete the required ten hours of annual training.

**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: 2/23/2018**

---

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

591-1-1-.31(1)(b)2 requires the Director to possess at least one of the sets of minimum academic requirements and qualifying child care experience listed in Rule 591-1-1-.31(1)(b)2.(i-xiii). It was determined, based on review of records and staff statements, that the acting Director did not meet the minimum academic requirements. The Center is actively looking for a qualified Director.

**POI (Plan of Improvement)**

The Center will ensure that the Director meets the minimum education and work requirements and secure the necessary documentation.

**Correction Deadline: 2/24/2018****Correction Deadline: 8/31/2017****Corrected on 1/24/2018**

.31(2)(b)2. - Previous citation was corrected in that all Lead Teacher credentials were observed on this date.

<b>Staffing and Supervision</b>
---------------------------------

---

**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.