



**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: 10/11/2018 **VisitType:** Licensing Study

Arrival: 9:50 AM

Departure: 5:20 PM

CCLC-36133

Carrington Academy at McFarland

6140 Atlanta Highway Alpharetta, GA 30004 Forsyth County
(770) 777-6771 JillHuber@carringtonacademy.com

Mailing Address
Same

Regional Consultant

Octavia Humphrey

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octavia.humphrey@decal.ga.gov

Joint with: Candace Gilbert

Quality Rated: No

Compliance Zone Designation		
10/11/2018	Licensing Study	Good Standing
02/19/2018	Licensing Study	Good Standing
09/07/2017	Monitoring Visit	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	Room A 1RT	Infants	2	5	C	17	C	NA	NA	Floor Play
Main	Room B 2RT	Infants and One Year Olds	2	5	C	19	C	NA	NA	Floor Play
Main	Room C 3 Rt	One Year Olds	3	9	C	21	C	NA	NA	Floor Play
Main	Room D Bk end RT	Two Year Olds	2	7	C	26	C	NA	NA	Outside
Main	Room E Bk RT Ga. Pre-k	PreK	2	22	C	27	C	NA	NA	Outside
Main	Room F Back left	PreK	2	22	C	30	C	NA	NA	Outside
Main	Room G 3L	Four Year Olds	1	7	C	30	C	NA	NA	Outside
Main	Room H 2L	Three Year Olds	2	15	C	30	C	NA	NA	Outside
Main	Room I 1LF	Four Year Olds	1	11	C	40	C	NA	NA	Transitioning
Total Capacity @35 sq. ft.: 240						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 103			Total Capacity @35 sq. ft.: 240			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	44	C
Main	Playground B	21	C
Main	Playground C	47	C
Main	Playground D	57	C

Comments

The purpose of today's visit was to conduct a licensing study to follow-up from the previous visit on February 19, 2018. Also discussed with Provider about Decal scholars and incentives. Discussed with Provider about new criminal records checks.

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.al.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.

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).

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

Jill Huber, Program Official

Date

Octavia Humphrey, Consultant

Date

Candace Gilbert, Consultant

Date



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Findings Report

Date: 10/11/2018 **VisitType:** Licensing Study

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The following information is associated with a Licensing Study:

Activities and Equipment

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

Met

Correction Deadline: 2/19/2018

Corrected on 10/11/2018

.12(4) - Consultant observed secured furniture 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

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 that in the bathroom of classroom I and D had visible rust on the back of the toilet that was accessible to the children and could be wiped off by hand and urine on the seats. Additionally consultant observed non-working vents in the bathrooms of classrooms I and G.

POI (Plan of Improvement)

Provider stated that they will have maintenance cleaned rust from toilet seats. Also Provider stated to have a discussion with teachers on checking the bathrooms throughout the day to be clean and of good repair. Provider stated they will repair non-working vents.

Correction Deadline: 10/25/2018

Recited on 10/11/2018

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

Met

Correction Deadline: 2/20/2018

Corrected on 10/11/2018

.26(9) - Consultant observed playgrounds to be free of hazards and litter.

Food Service

591-1-1-.15 Food Service & Nutrition

Met

Correction Deadline: 2/19/2018

Corrected on 10/11/2018

.15(2) - Consultant observed infant feeding plans on today's visit.

Comment

Consultant observed parental/doctors notes for modified diet

Correction Deadline: 10/11/2018

591-1-1-.18 Kitchen Operations

Met

Correction Deadline: 2/19/2018

Corrected on 10/11/2018

.18(8) - Consultant observed food in the freezer to be stored and labeled correctly.

Health and Hygiene

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

Met

Correction Deadline: 2/20/2018

Corrected on 10/11/2018

.10(4) - Consultant observed in classroom A and B to have replaced the ripped diapering changing pads that was previously cited.

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

Technical Assistance

Technical Assistance

591-1-1-.17 - Consultant observed lids missing from classroom D and H. Provider stated they will remind teachers to place lids on trash bins.

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

Met

Comment

Documentation for medication dispensing observed complete.

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 un supervised 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's observation that while on the playground a staff member was observed to speak to a two-year-old child in a harsh tone telling them to "sit down", while being very close to the child's face. Additionally the consultant observed the staff member to hold the child by the upper right arm/shoulder and lightly hit the child on the upper left arm/shoulder. The child was refusing to comply with the staff member and would not sit down and was visibly upset and crying, but was not presenting a danger to themselves or others.

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: 10/11/2018

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

Center does not participate in field trips at this time.

Comment

Field trip documentation observed to be complete from September.

591-1-1-.36 Transportation(CR)**Technical Assistance****Technical Assistance**

591-1-1-.36 - Consultant discussed with provider about transportations first check and second check.

Technical Assistance

591-1-1-.36(4)(b) - Consultant discussed with provider about a spider web inside the bus. Additionally consultant observed a back side window that was not in good repair, however was not hazardous or accessible to the children.

Correction Deadline: 10/12/2018

Sleeping & Resting Equipment

591-1-1-.30 Safe Sleeping and Resting Requirements(CR)**Met****Correction Deadline: 2/19/2018****Corrected on 10/11/2018**

.30(1)(b)1 - Consultant observed mats in classrooms throughout the center to be in good repair.

Staff Records**Records Reviewed: 24****Records with Missing/Incomplete Components: 2**

Staff # 1

Met

Date of Hire: 08/10/2015

Staff # 2	Met
Date of Hire: 04/05/2017	
Staff # 3	Met
Date of Hire: 01/29/2016	
Staff # 4	Met
Date of Hire: 09/25/2018	
Staff # 5	Met
Date of Hire: 07/09/2018	
Staff # 6	Met
Date of Hire: 12/27/2016	
Staff # 7	Met
Date of Hire: 11/13/2017	
Staff # 8	Met
Date of Hire: 09/12/2017	
Staff # 9	Met
Date of Hire: 03/23/2018	
Staff # 10	Met
Date of Hire: 03/11/2015	
Staff # 11	Met
Date of Hire: 04/30/2018	
Staff # 12	Met
Date of Hire: 03/23/2018	
Staff # 13	Met
Date of Hire: 06/11/2018	
Staff # 14	Met
Date of Hire: 08/16/2018	
Staff # 15	Not Met
Date of Hire: 08/01/2017	

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 16	Met
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Records Reviewed: 24**Records with Missing/Incomplete Components: 2**

Date of Hire: 12/12/2017

Staff # 17 Met

Date of Hire: 07/23/2018

Staff # 18 Not Met

Date of Hire: 07/09/2018

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 19 Met

Date of Hire: 08/16/2018

Staff # 20 Met

Date of Hire: 08/16/2018

Staff # 21 Met

Date of Hire: 07/11/2013

Staff # 22 Met

Date of Hire: 06/21/2018

Staff # 23 Met

Date of Hire: 08/09/2011

Staff # 24 Met

Date of Hire: 12/19/2016

Staff Credentials Reviewed: 24**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Not Met****Finding**

591-1-1-.09(1)(d) requires the Center to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required. It was determined based on consultant review of records and observation that one staff member was transporting children alone..

POI (Plan of Improvement)

The Center will ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required.

Correction Deadline: 10/11/2018

Technical Assistance

591-1-1-.09(1)(h) - Consultant discussed with provider ensuring that employer follows up on out of state request.

Correction Deadline: 10/11/2018

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

Comment

Please replace/add missing/expired item(s) in first aid kit(s).

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

Comment

Staff training were observed on previous licensing visit that was conducted this year on February 19,2018. Consultant will observe training during next licensing visit.

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

Comment

Staff observed to be compliant with applicable laws and regulations.

Finding

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on consultant review of records that one lead teacher did not meet the education requirements. Staff have a professional learning plan on file that stated enrollment in an educational program occurred after six months from the date of hire.

POI (Plan of Improvement)

The Center will review lead teacher records to ensure the required documentation is on file and will obtain and file it if not found.

Correction Deadline: 10/11/2018

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.