



**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:** 12/17/2019 **VisitType:** Licensing Study

**Arrival:** 9:05 AM

**Departure:** 2:45 PM

**CCLC-36782**

**Future Leaders Christian Academy Jonesboro**

354 West Ave. Jonesboro, GA 30236 Clayton County  
 (770) 471-4515 jonesboro@futureleadersflca.com

**Regional Consultant**

Twantaye Compton

Phone: (770) 357-1660

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twantaye.compton@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.
12/17/2019	Licensing Study	Good Standing	
11/08/2019	Complaint Investigation & Monitoring Visit	Good Standing	
11/08/2019	Complaint Closure	Good Standing	

**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
Bldg. II	G-Downstairs	PreK	4	25	C	26	C	NA	NA	Centers, Music, Circle Time
Bldg. II	H-Gym	PreK	2	10	C	42	C	NA	NA	Free Play
Bldg. II	I-Upstairs	PreK	2	18	C	28	C	NA	NA	Music, Circle Time
Total Capacity @35 sq. ft.: 85			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Health Department Limitations				
Main	A-1L Infants	Infants and One Year Olds	1	4	C	16	C	NA	NA	Floor Play
Main	B-2L Toddlers	One Year Olds	2	11	C	17	C	NA	NA	Floor Play
Main	C-3L Toddlers	Two Year Olds and Three Year Olds	2	13	C	20	C	NA	NA	Centers
Main	D-1R Toddlers	Three Year Olds	1	14	C	31	C	NA	NA	Centers
Main	E-Back Right	PreK	6	45	C	0	NC	NA	NA	
Main	F-Downstairs	PreK	3	25	C	53	C	NA	NA	Music, Centers, Circle Time
Total Capacity @35 sq. ft.: 137			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 165			Total Capacity @35 sq. ft.: 222			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Left-Toddler	40	C
Main	Middle Back	37	C

**Comments**

The purpose of this visit was to conduct the annual licensing study.

Consultant provided technical assistance in areas of staff files, transportation, annual training, play ground and emergency supplies

Consultant left literature and checklist for each area of concern for the center director

Consultant reviewed the entire licensing study with center director for closure

Consultant answered all questions at the time of this visit

Plan of Improvement: Developed This Date 12/17/2019

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.

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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.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.

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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.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)

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Mary Ann Hathaway, Program Official

Date

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Twantaye Compton, Consultant

Date



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### Findings Report

**Date:** 12/17/2019 **VisitType:** Licensing Study

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The following information is associated with a Licensing Study:

### Activities and Equipment

**591-1-1-.03 Activities**

**Technical Assistance**

**Technical Assistance**

Lesson plans were not available in the one year old classroom and lesson plans were posted showing the plan for the month of November in the two year old classroom. Other classrooms in the center were observed to have adequate lessons plans as required.

**Correction Deadline: 12/17/2019**

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

**Met**

**Comment**

A variety of equipment and toys in good repair were observed throughout the center on this date.

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

**Met**

**Comment**

Center does not provide swimming activities at this time. The pool was observed to be covered with no access to children on this date.

### Children's Records

**Records Reviewed: 5**

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

Child # 1

Not Met

"Missing/Incomplete Components"

.08(2)-Immunization

Child # 2

Not Met

"Missing/Incomplete Components"

.08(2)-Immunization

Child # 3	Met
Child # 4	Met
Child # 5	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(1)-Doctor, Clinic, Phone Numbers	

**591-1-1-.08 Children's Records**

**Not Met**

**Finding**

591-1-1-.08(2) requires Center Staff to maintain a file for each child that includes evidence of age-appropriate immunizations or a signed affidavit against such immunizations for each child enrolled in the center on a form approved by the Department, and to allow no child to continue enrollment in the Center for more than thirty (30) days without such evidence. It was determined base on review of children's files that three out of five children's records failed to include evidence of age-appropriate immunizations or a signed affidavit against such immunizations.The children have been enrolled in the center for more than thirty days.

**POI (Plan of Improvement)**

Center staff will have and use a plan to track immunization forms for all enrolled children and to ensure the form or affidavit are obtained from the parent or guardian within 30 days of enrollment. Parents will be informed their child cannot remain enrolled in the center without this documentation.

**Correction Deadline: 12/27/2019**

	<b>Facility</b>
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**591-1-1-.19 License Capacity(CR)**

**Met**

**Comment**

Licensed capacity observed to be met by center on this date.

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

**Met**

**Comment**

Center appears clean and well maintained on this date.

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

**Not Met**

**Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resilience. It was determined based on observation that the center failed to maintain adequate amounts of resilient surface beneath swinging and climbing equipment as well as beneath sliding surface as required. It was further determined that playground number 2 on the right side of the building primarily used for children three and older, lacked resilient surface underneath the two and four bin swing sets as well as underneath and around the blue, red and yellow climbing contraption. Additionally, it was discovered that concrete footing was exposed underneath the slide on the red, blue and yellow climbing contraption causing a potential hazard.

**POI (Plan of Improvement)**

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

**Correction Deadline: 12/27/2019**

**Correction Deadline: 11/22/2019**

Corrected on 12/17/2019

The following hazards were observed to be corrected on this date:

**Main Playground**

Exposed tree roots, broken tree limbs were on the right side near wooden fencing .

Three wooden stakes were sticking through the metal left side fence.

One wooden landscape timber near the wooden fence had two exposed nails.

The circular concrete had gaps around it posing a tripping hazard. The gaps measured 5" W x 6'L and 5"W x 3'L.

A green and blue water hose accessible to children

Exposed concrete on the bottom frame of the post on the Right Playground.

**Food Service**

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

**Technical Assistance**

**Technical Assistance**

The second light near and above the sink has a light shield; however the shield is not in good repair evidence by a large crack on the right side of the shield causing it to need repair or replacing.

**Correction Deadline: 12/27/2019**

**Health and Hygiene**

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

**Met**

**Comment**

Staff state proper knowledge of diapering procedures on this date.

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

**Not Met**

**Finding**

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on direct observation that a child in the down stairs pre-k classroom as well as a child in building II' Teddy Bear classroom failed to was hands after having contact with bodily fluids. The children were witnessed blowing their noses, discarded the tissue into the trash and continued activities including joining other children after having bodily fluid contact. Consultant brought it to the lead teacher's attention and the child was instructed to was hands.

**POI (Plan of Improvement)**

The Center will train Staff on required hand washing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

**Correction Deadline: 12/17/2019**

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

**Met**

**Comment**

The Provider currently does not dispense/administer medication at this time. The director stated that the center encourages parents to administer medication at home as prescribed.

**Policies and Procedures**

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

**Met**

**Comment**

Program observed complete emergency drills on this date.

**Safety**

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

**Comment**

Age-appropriate discussion and/or redirection observed on this date.

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

**Comment**

Center does not participate in field trips at this time.

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**591-1-1-.36 Transportation(CR)** **Not Met**

**Finding**

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined based on observation, that the twelve passenger vehicle tag ending 9986's second row seat was not in safe repair evidenced by a six inch rip/tear of the seat cover exposing the seat frame.

**POI (Plan of Improvement)**

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

**Correction Deadline: 12/18/2019**

**Technical Assistance**

591-1-1-.36(4)(e) - It is required that vehicle seats to be securely fastened to the body of the vehicle. The fifteen passenger vehicle was observed to be using non approved no-back booster seats evidenced by the two observed on the second row of the vehicle. Consultant provided the center with a twelve and fifteen passenger van fact check sheet.

**Correction Deadline: 12/18/2019**

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**Sleeping & Resting Equipment**

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

**Comment**

Discussed SIDS and infant sleeping position on this date.

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**Staff Records**

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**Records Reviewed: 28**

**Records with Missing/Incomplete Components: 0**

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Staff # 1	Met
Date of Hire: 08/11/2020	
Staff # 2	Met
Date of Hire: 08/20/2020	
Staff # 3	Met
Staff # 4	Met
Date of Hire: 11/06/2013	
Staff # 5	Met

Staff # 6	Met
Staff # 7	Met
Date of Hire: 02/27/2020	
Staff # 8	Met
Date of Hire: 09/28/2020	
Staff # 9	Met
Staff # 10	Met
Staff # 11	Met
Date of Hire: 09/05/2014	
Staff # 12	Met
Date of Hire: 06/19/2019	
Staff # 13	Met
Date of Hire: 10/19/2020	
Staff # 14	Met
Date of Hire: 10/15/2020	
Staff # 15	Met
Staff # 16	Met
Staff # 17	Met
Staff # 18	Met
Date of Hire: 11/02/2020	
Staff # 19	Met
Date of Hire: 08/04/2020	
Staff # 20	Met
Staff # 21	Met
Staff # 22	Met
Date of Hire: 10/08/2020	
Staff # 23	Met
Date of Hire: 11/02/2020	
Staff # 24	Met



**Records Reviewed: 28**

**Records with Missing/Incomplete Components: 0**

Date of Hire: 08/05/2016

Staff # 25 Met

Date of Hire: 01/05/2016

Staff # 26 Met

Staff # 27 Met

Staff # 28 Met

**Staff Credentials Reviewed: 9**

**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Met**

**Comment**

Criminal record checks were observed to be complete on this date.

**591-1-1-.14 First Aid & CPR Technical Assistance**

**Comment**

Please be mindful of training expiration dates. Ten hours of Health and Safety training is required for all staff within 90 days of hire effective 10/1/2019. Also be mindful that CPR and first aid is required for staff after 90 days of hire.

**Technical Assistance**

Center Vehicles were observed to have inadequate first aid kits on two of two vehicles. The first aid kits had expired medication and missing supplies. The consultant provided the center with a list of supplies needed in each first aid kit on each vehicle.

**Correction Deadline: 12/27/2019**

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

**Correction Deadline: 12/8/2019**

**Corrected on 12/17/2019**

**All staff records were observed to have evidence of Health and Safety Orientation with-in first 90 days of employment evidenced by documentation of orientation checklist in staff files.**

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

**Comment**

Staff observed to be compliant with applicable laws and regulations on this date.

**Staffing and Supervision**

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

**Comment**

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

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

**Comment**

Center observed to maintain appropriate staff:child ratios during this visit.