



**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:** 5/2/2019    **VisitType:** Complaint Investigation Follow Up    **Arrival:** 9:20 AM    **Departure:** 12:40 PM

**CCLC-38222**

**Angel Learning Center**

178 Basswood Drive Savannah, GA 31407 Chatham County  
 (912) 228-8228 angellearningsarah@gmail.com

**Regional Consultant**

Kesha McNeal

Phone: (866) 359-1672  
 Fax: (866) 359-7490  
 kesha.mcneal@dec.al.ga.gov

**Mailing Address**  
 Same

Joint with: Kimberly Stoy

**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.
05/02/2019	Complaint Investigation Follow Up	Support	
04/30/2019	Complaint Closure	Good Standing	
04/24/2019	Complaint Investigation & Monitoring Visit	Deficient	

**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	Infants and One Year Olds	2	8	C	14	C	NA	NA	Transitioning, Floor Play, Story
Main	Art Room		0	0	C	13	C	NA	NA	
Main	B	Infants	2	8	C	14	C	NA	NA	Transitioning, Floor Play, Feeding
Main	C	One Year Olds	1	7	C	12	C	NA	NA	Transitioning
Main	Culinary Room		0	0	C	24	C	NA	NA	
Main	D	One Year Olds	1	6	C	12	C	NA	NA	Transitioning, Free Play
Main	E	Two Year Olds	1	9	C	20	C	NA	NA	Transitioning, Free Play
Main	F	Two Year Olds	1	8	C	20	C	NA	NA	Transitioning, TV
Main	G		0	0	C	20	C	NA	NA	
Main	Gross Motor		0	0	C	13	C	NA	NA	
Main	Gym		0	0	C	50	C	NA	NA	
Main	H	Three Year Olds	1	12	C	20	C	NA	NA	Music, Transitioning, Free Play
Main	I	Three Year Olds and Four Year Olds	2	17	C	19	C	NA	NA	Transitioning, Outside

Main	J	Four Year Olds	2	15	C	19	C	NA	NA	Centers, Transitioning
Main	STEM		0	0	C	24	C	NA	NA	
Total Capacity @35 sq. ft.: 294					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 90			Total Capacity @35 sq. ft.: 294			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	54	C
Main	B	41	C

**Comments**

Director provided five file(s) for employees hired since last visit.

A plan of improvement was issued on this date.

A one day letter was left for a staff member who was issued a national being left alone to supervise children.

Plan of Improvement: To Be Submitted 05/16/2019

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/ChildCare/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.decal.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@decal.ga.gov](mailto:qualityrated@decal.ga.gov)

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Deborah Combs, Program Official \_\_\_\_\_ Date

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Kesha McNeal, Consultant \_\_\_\_\_ Date

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Kimberly Stoy, Consultant \_\_\_\_\_ Date



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**Findings Report**

**Date:** 5/2/2019      **VisitType:** Complaint Investigation  
 Follow Up      **Arrival:** 9:20 AM      **Departure:** 12:40 PM

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The following information is associated with a Complaint Investigation Follow Up:

<b>Activities and Equipment</b>
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**591-1-1-.03 Activities**

**Not Met**

**Finding**

591-1-1-.03(9) requires center staff to refrain from engaging in, or allowing children or other adults to engage in, activities that could be detrimental to a child's health or well-being, such as but not limited to, horse play, rough play, wrestling, and picking up a child in a manner that could cause injury. It was determined based on the consultant's observation that a staff member located on the playground was observed allowing a child to engage in activity that could be detrimental in that a child was observed jumping off a piece of climbing equipment .

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**Correction Deadline: 5/2/2019**

<b>Facility</b>
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**591-1-1-.26 Playgrounds(CR)**

**Defer**

**Defer**

591-1-1-.26(4)- This will be reviewed at the plan of improvement/follow up visit.

**Correction Deadline: 4/24/2019**

<b>Health and Hygiene</b>
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**591-1-1-.10 Diapering Areas & Practices(CR)**

**Defer**

**Defer**

591-1-1-.10(4)-This will be reviewed at the plan of improvement/follow up visit. The center has ordered new changing pads.

**Correction Deadline: 4/24/2019**

**Safety**

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

**Met**

**Correction Deadline: 4/30/2019**

**Corrected on 5/2/2019**

.11(2) - Previous citation observed corrected on this date. Appropriate child guidance techniques with center staff.

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

**Met**

**Comment**

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

**Correction Deadline: 4/25/2019**

**Corrected on 5/2/2019**

.36(7)(c)3. - Previous citation observed corrected on this date.

**Correction Deadline: 4/25/2019**

**Corrected on 5/2/2019**

.36(7)(d)1. - Previous citation observed corrected on this date.

**Correction Deadline: 4/24/2019**

**Corrected on 5/2/2019**

.36(7)(d)2. - Previous citation observed corrected on this date.

**Sleeping & Resting Equipment**

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

**Not Met**

**Defer**

591-1-1-.30(1)(a)2- This rule will be evaluated at the plan of improvement/ follow up visit. The center has ordered new crib mattresses.

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**Correction Deadline: 4/24/2019**

**Defer**

591-1-1-.30(1)(a)3- This rule will be evaluated at the plan of improvement/ follow up visit. The center has ordered new crib sheets

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**Correction Deadline: 4/24/2019**

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**Correction Deadline: 4/24/2019**

**Corrected on 5/2/2019**

**.30(2)(c) - Previous citation observed corrected on this date.**

**Finding**

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags. It was determined based on the consultant's observation that cots were accessible to children in classroom H.

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**Correction Deadline: 5/2/2019**

<b>Staff Records</b>
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**Records Reviewed: 24**

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

Staff # 1 Met  
Date of Hire: 01/07/2019

Staff # 2 Not Met  
Date of Hire: 05/02/2019

"Missing/Incomplete Components"  
.24(1)-Evidence of Orientation Missing

Staff # 3 Met

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Date of Hire: 06/11/2018

Staff # 4 Met

Date of Hire: 02/26/2019

Staff # 5 Met

Date of Hire: 03/19/2019

Staff # 6 Met

Date of Hire: 11/06/2018

Staff # 7 Not Met

Date of Hire: 05/02/2019

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8 Met

Date of Hire: 07/03/2018

Staff # 9 Met

Date of Hire: 05/28/2018

Staff # 10 Met

Date of Hire: 07/26/2017

Staff # 11 Met

Date of Hire: 10/23/2018

Staff # 12 Met

Date of Hire: 03/19/2019

Staff # 13 Met

Date of Hire: 03/18/2019

Staff # 14 Met

Date of Hire: 12/10/2018

Staff # 15 Met

Date of Hire: 03/14/2019

Staff # 16 Met

Date of Hire: 07/30/2018

Staff # 17 Met

Date of Hire: 08/23/2018

**Records Reviewed: 24**

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

Staff # 18 Met  
Date of Hire: 04/18/2019

Staff # 19 Not Met  
Date of Hire: 05/02/2019

"Missing/Incomplete Components"  
.24(1)-Evidence of Orientation Missing

Staff # 20 Met  
Date of Hire: 09/06/2016

Staff # 21 Met  
Date of Hire: 09/26/2018

Staff # 22 Met  
Date of Hire: 04/20/2019

Staff # 23 Not Met  
Date of Hire: 05/02/2019

"Missing/Incomplete Components"  
.24(1)-Evidence of Orientation Missing

Staff # 24 Met  
Date of Hire: 02/27/2017

**Staff Credentials Reviewed: 24**

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

**Comment**  
Criminal record checks were observed to be complete.

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**Comment**  
Director provided five file(s) for employees hired since last visit.

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**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 the consultant's review that a provisional employee hired on April 18, 2019 only had a national satisfactory determination and was not supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination.

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**Correction Deadline: 5/2/2019**

**Recited on 5/2/2019**

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**591-1-1-.24 Personnel Records**

**Not Met**

**Finding**

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on the consultant's review that one of five staff members reviewed did not have a personnel file on site on this date.

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**Correction Deadline: 5/7/2019**

**Finding**

591-1-1-.33(2) requires the initial orientation to include the following subjects: the Center's policies and procedures; the portions of these rules dealing with the care, health and safety of children; the Employee's assigned duties and responsibilities; reporting requirements for suspected cases of child abuse, neglect or deprivation; communicable diseases and serious injuries; emergency plans; childhood injury control; the administration of medicine; reducing the risk of Sudden Infant Death Syndrome (SIDS); hand washing; fire safety; water safety; and prevention of HIV/Aids and blood borne pathogens. It was determined based on a review of records that three of five new employees did not have evidence of orientation prior to being in a classroom.

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**Correction Deadline: 5/2/2019**

**Finding**

591-1-1-.31(13) prohibits Center Staff from committing any criminal act, as defined under Georgia law, in the presence of any child enrolled in the Center and requires Center staff to comply with all applicable laws and regulations. It was determined based on the consultant's review that the tag registration was expired and not renewed as required by Georgia Law.

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**Correction Deadline: 5/2/2019**

**Staffing and Supervision**

**Finding**

591-1-1-.32(7) requires that children be supervised at all times and that the persons supervising in the child care area be alert, able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the chaperones and Students-in-Training, and provide timely attention to the children's actions and needs. It was determined based on the consultant's observation that the one year old staff member was observed not be alert and attentive to the children's needs in that the staff member was observed on their cell phone and facing the building while on the playground.

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**Correction Deadline: 5/2/2019**