



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: 2/11/2019 **VisitType:** Monitoring Visit **Arrival:** 8:50 AM **Departure:** 12:10 PM

CCLC-38322

Kids "R" First Learning Center

1552 Flynt Street Griffin, GA 30223 Spalding County
 (678) 603-2491 toya8856@yahoo.com

Regional Consultant

Brandi Mangino

Phone: (478) 314-9726

Fax: (478) 599-0169

brandi.mangino@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★

| Compliance Zone Designation | | | 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. |
|------------------------------------|-----------------------------------|---------------|--|
| 02/11/2019 | Monitoring Visit | Good Standing | |
| 09/10/2018 | Complaint Closure | Good Standing | |
| 09/10/2018 | Complaint Investigation Follow Up | 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 | A- 1st Right | Infants | 1 | 4 | C | 7 | C | NA | NA | Diapering, Floor Play |
| Main | B- 2nd Right | One Year Olds | 2 | 11 | C | 11 | C | NA | NA | Music, Circle Time |
| Main | C- 3rd Right | Two Year Olds | 1 | 10 | C | 12 | C | NA | NA | Circle Time |
| Main | D- 4th Right | Two Year Olds | 1 | 10 | C | 13 | C | NA | NA | Centers, Transitioning |
| Main | E- 1st Left | Three Year Olds and Four Year Olds | 1 | 10 | C | 18 | C | NA | NA | Breakfast, Centers |
| Main | F- 2nd Left | Three Year Olds and Four Year Olds | 1 | 9 | C | 18 | C | 25 | C | Transitioning, Breakfast |
| Main | G- 3rd Left | | 0 | 0 | C | 37 | C | 52 | C | |

Total Capacity @35 sq. ft.: 116

Total Capacity @25 sq. ft.: 120

Total # Children this Date: 54

Total Capacity @35 sq. ft.: 116

Total Capacity @25 sq. ft.: 120

Building @25 capacity limited by Fire Marshall Limitations

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------------|----------------------|-----------------------|
| Main | Main Plgd | 251 | C |
| Main | Small Playground | 23 | C |

Comments

One-Day letter left on this date.

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/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.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

Latoya Oliver, Program Official

Date

Brandi Mangino, 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: 2/11/2019 **VisitType:** Monitoring Visit **Arrival:** 8:50 AM **Departure:** 12:10 PM

CCLC-38322

Kids "R" First Learning Center

1552 Flynt Street Griffin, GA 30223 Spalding County
(678) 603-2491 toya8856@yahoo.com

Mailing Address
Same

Regional Consultant

Brandi Mangino

Phone: (478) 314-9726

Fax: (478) 599-0169

brandi.mangino@decal.ga.gov

The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Technical Assistance

Technical Assistance

Consultant discussed that equipment needs to be used according to manufacture instructions and a highchair in the 1st right classroom was missing the safety straps. No children were in the chair on this date.

Consultant discussed the wooden shelf under the television in the 1st left classroom needs to be secured.

Correction Deadline: 2/11/2019

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)

Technical Assistance

Technical Assistance

Consultant discussed that the hole in the wooden structure below the diapering station in the 2nd right classroom needs to be repaired.

Consultant discussed to keep hazards inaccessible as baby wipes read "suffocation hazard".

Correction Deadline: 2/11/2019

591-1-1-.26 Playgrounds(CR)**Not Met****Technical Assistance**

Consultant discussed that piece of the wooden fencing on the small playground surrounding the AC Unit was missing that posed an entrapment hazard and needed to be corrected.

Comment

Discussed maintenance of resilient surface. Please fluff and redistribute.

Technical Assistance

Consultant discussed that a cozy coupe car on the right small playground was missing the door and posed a falling hazard to children in care.

Correction Deadline: 2/21/2019**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 the following hazards were present on the playgrounds:

-Several trash items such as candy wrappers, plastics cups and paper were along the fence line and within the playground

-volleyball net had hanging cords that posed hazards

-top fence pole was hanging in the back right corner and needed to be secured

-tree roots by the picnic table on the large playground, and by the PVP pipe close to the AC Unit on the small playground posed tripping hazards and were not covered or sprayed to be visible to children in care

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: 2/18/2019

| |
|---------------------------|
| Health and Hygiene |
|---------------------------|

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

Discussed labeling of "diapering only" areas and staff work stations.

Comment

Proper diapering procedures observed.

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

Staff were observed to remind children to wash hands.

Correction Deadline: 9/10/2018**Corrected on 2/11/2019****.17(2) - Citation corrected as of this date.**

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

Provider stated that no medication has been dispensed since the last regulatory visit.

| |
|---------------------|
| Organization |
|---------------------|

591-1-1-.16 Governing Body & License**Not Met****Finding**

591-1-1-.16 requires the Center to have a clearly identified governing body which shall be empowered and responsible for determining all policies and procedures and ensuring compliance with these rules and regulations. The chairperson or chief executive officer of the governing body shall complete a statement of responsibility on behalf of the governing body acknowledging the same in connection with any application for License or Permit on a form provided by the Department. If the Center is individually owned, then the owner(s) will complete the statement of responsibility. It was determined based on consultant observation that the 3rd Right and 4th Right classrooms were licensed as diapering rooms, and the diapering stations have been removed from the classrooms in which two-year-old children are housed.

POI (Plan of Improvement)

The Center will put in place a governing body with responsibilities and the chairperson, chief executive officer, or owner will complete a statement of responsibility, as required.

Correction Deadline: 2/25/2019

| |
|---------------|
| Safety |
|---------------|

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

Age-appropriate discussion and/or redirection observed.

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

A current/completed inspection was observed for all vehicles used in transporting children this date.

Technical Assistance

Consultant discussed to monitor the top of the 3rd seat on bus ending in tag 8577 and the first seat on the gray van for exposed foam.

Comment

The vehicle was checked for compliance. Proper restraints were observed and discussed with the director.

Technical Assistance

Consultant discussed to review and ensure the emergency transportation forms have the medical facility the center uses, address and all areas completed.

Correction Deadline: 2/16/2019**Finding**

591-1-1-.36(3)(a-b) requires any Center that provides any type of transportation to obtain two (2) hours of state-approved or state-accepted transportation training, biannually, for the Director and for each person responsible for or who participates in the transportation of children. The training shall include, but is not limited to, a review of the transportation rules, a review of approved transportation forms and procedures, and instruction on the usage and completion of the forms and procedures. This training may be counted as part of the annual training requirements for Staff. It was determined based on a review of records that the center director and two staff members have provided transportation and did not have the required transportation training.

POI (Plan of Improvement)

The Center will ensure that the Director, Center Staff, and any person responsible for the transportation of children has completed the required transportation training.

Correction Deadline: 2/21/2019

| |
|---|
| Sleeping & Resting Equipment |
|---|

Finding

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on consultant observation that seven of seven crib sheets were observed to not be tight-fitting on this date.

POI (Plan of Improvement)

The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 2/11/2019

Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant’s back in a crib unless the Center has been provided a physician’s written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant’s back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer’s guidelines and will not slide up around the infant’s face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician’s written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on consultant observation that a wedge was placed under a mattress in the 1st right classroom. Based on the doctor's not the child was not be elevated until they turned one-year-old which took place in January 2018 and the center has continued to elevate the child.

POI (Plan of Improvement)

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

Correction Deadline: 2/11/2019

| |
|----------------------|
| Staff Records |
|----------------------|

Records Reviewed: 11

Records with Missing/Incomplete Components: 5

| | |
|--------------------------|-----|
| Staff # 1 | Met |
| Date of Hire: 05/01/2018 | |

| | |
|--------------------------|---------|
| Staff # 2 | Not Met |
| Date of Hire: 10/19/2018 | |

"Missing/Incomplete Components"

.09-Criminal Records Check Missing,.14(2)-First Aid Missing,.14(2)-CPR missing

| | |
|--------------------------|---------|
| Staff # 3 | Not Met |
| Date of Hire: 12/04/2017 | |

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

| | |
|-----------|---------|
| Staff # 4 | Not Met |
|-----------|---------|

Records Reviewed: 11**Records with Missing/Incomplete Components: 5**

Date of Hire: 10/08/2018

"Missing/Incomplete Components"

.09-Criminal Records Check Missing,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 5

Met

Date of Hire: 10/10/2016

Staff # 6

Not Met

Date of Hire: 01/07/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 7

Met

Date of Hire: 11/12/2012

Staff # 8

Not Met

Date of Hire: 07/13/2009

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Met

Date of Hire: 04/19/2012

Staff # 10

Met

Date of Hire: 09/08/2017

Staff # 11

Met

Date of Hire: 05/04/2017

Staff Credentials Reviewed: 11**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Not Met****Finding**

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that two staff members started in October 2018 and did not have fingerprints completed before their hire dates.

POI (Plan of Improvement)

The Center will ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required.

Correction Deadline: 2/11/2019

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on a review of records that two staff members started at the center without a criminal record check. One staff member was hired on October 19, 2018 and their background check was not completed until October 24, 2018. It was further determined that a staff member started on October 8, 2018 and their criminal record check was not completed until November 1, 2018.

POI (Plan of Improvement)

The Center will ensure that every Employee has a valid and current satisfactory Comprehensive 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. The Comprehensive 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 Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required.

Correction Deadline: 2/11/2019

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 a review of records that a staff member had expired portability on their comprehensive background check and was present alone with children in the 4th right classroom.

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: 2/11/2019

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on a review of records that a staff member worked at the center in 2016, left and returned to work in January 2019. The staff member had a criminal record check that had expired portability from March 2017.

POI (Plan of Improvement)

The Center will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed.

Correction Deadline: 2/11/2019

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

Not Met

Comment

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

Finding

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that two staff member hired in October 2018 were without first aid and CPR training.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 3/13/2019

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

Not Met

Finding

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on a review of records that the center does not have lead teachers for two of seven classrooms.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

Correction Deadline: 2/11/2019

| |
|---------------------------------|
| 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

Adequate supervision observed on this date.