



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: 3/21/2018 **VisitType:** Licensing Study **Arrival:** 2:30 PM **Departure:** 7:00 PM

CCLC-39396

Future Leaders Academy

1153 Henry Avenue Columbus, GA 31906 Muscogee County
 (706) 507-3750 futureleadersacademy23@gmail.com

Regional Consultant

Penny Svenson

Phone: (470) 346-1037

Fax: (678) 891-5613

penny.svenson@dec.al.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.
03/21/2018	Licensing Study	Good Standing	
02/21/2018	Complaint Closure	Support	
12/20/2017	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	Four Year Olds and Five Year Olds and Six Year Olds and Over	1	22	NC	20	NC	NA	NA	Free Play, Snack
Main	B		0	0	C	14	C	NA	NA	
Main	C	Infants	1	3	C	15	C	NA	NA	Diapering, Nap
Main	D	Two Year Olds and Three Year Olds	1	8	C	30	C	NA	NA	Snack, Free Play
Total Capacity @35 sq. ft.: 45			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Playground Limitations				

Total # Children this Date: 33

Total Capacity @35 sq. ft.: 45

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	playground	15	C

Comments

The consultant issued and discussed the compliance determination worksheet on this date.

Plan of Improvement: To Be Submitted 04/20/2018

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).



Reminder: All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit www.decalkoala.com. 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.

- 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). 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: <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

Laqia Spears, Program Official

Date

Penny Svenson, Consultant

Date



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Findings Report

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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: 12/20/2017

Corrected on 3/21/2018

Correction was observed on this date.

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)

Not Met

Finding

591-1-1-.19(1) requires a Center to provide 35 square feet of usable space per child, which will determine the Center's License capacity. It was determined based on observation that there were 22 children present in Room A and the capacity was 20.

Correction Deadline: 3/21/2018

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

Correction Deadline: 12/20/2017

Corrected on 3/21/2018

Correction was observed on this date.

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

Comment

Playground observed to be clean and in good repair.

Food Service

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

Comment

Center menu meets USDA guidelines.

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

Comment

Please ensure that all food items are stored in airtight containers.

Health and Hygiene

591-1-1-.10 Diapering Areas & Practices(CR) **Not Met**

Finding

591-1-1-.10(4) requires that if diapers are changed on a diaper changing surface, the surface shall be smooth, nonporous, and equipped with a guard or rails to prevent falls. Between each diaper change, the diaper changing surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined based on observation that a staff member changed diapers for two children and did not clean the diaper changing surface after each change.

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Correction Deadline: 3/21/2018

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

Technical Assistance

Reminder to wash hands for the required time of 20 seconds after a diaper change.

Correction Deadline: 3/21/2018

Technical Assistance

Reminder to wash hands for the required time of 20 seconds after changing a child's diaper.

Correction Deadline: 3/21/2018

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

Comment

The director stated that medications are not administered at the center.

591-1-1-.37 Inspections & Investigations

Met

Correction Deadline: 12/20/2017

Corrected on 3/21/2018
Correction was observed on this date.

591-1-1-.05 Animals

Met

Comment
Center does not keep animals on premises.

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

Met

Comment
Please be mindful of voice tone in redirecting children.

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

Met

Comment
Center does not participate in field trips at this time.

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

Not Met

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 upon a review of records that one staff member that provided transportation did not obtain the two (2) hour state approved transportation training as required.

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Correction Deadline: 3/31/2018

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Correction Deadline: 12/29/2017

Corrected on 3/21/2018
Correction was observed on this date.

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Correction Deadline: 12/20/2017

Corrected on 3/21/2018
Correction was observed on this date.

Finding

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined based on observation that the consultant observed a staff member walk in with four children, while the director was in the school-age classroom and the director signed the transportation log without a second check of the vehicle. Further, the consultant observed a burgundy Escalade drive up in front of the center and two children got out of the vehicle and walked into the center and there was not a second check conducted.

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Correction Deadline: 3/21/2018

Finding

591-1-1-.36(8) restricts a child's travel time to forty-five minutes on each trip between the Center and destination unless accompanied by the Parent and excluding field trips. It was determined based upon a review of records that children from Fox Elementary loaded on the vehicle at 2:34 p.m. and unloaded at 3:20 p.m. on March 19, 2018, loaded at 2:33 p.m. and unloaded at 3:20 p.m. Further, children, from an undetermined school, loaded the vehicle at 2:25 p.m. and unloaded at 3:20 p.m. on March 19, 2018, loaded at 2:26 p.m. and unloaded at 3:20 p.m. on March 20, 2018, and loaded at 2:24 p.m. and unloaded at 3:30 p.m. on March 21, 2018 and children were on the vehicle for more than forty-five minutes on each of these days.

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Correction Deadline: 3/22/2018

Sleeping & Resting Equipment

Comment

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

Staff Records**Records Reviewed: 11****Records with Missing/Incomplete Components: 0**

Staff # 1	Met
Date of Hire: 07/25/2003	
Staff # 2	Met
Date of Hire: 03/07/2018	
Staff # 3	Met
Date of Hire: 07/25/2003	
Staff # 4	Met
Date of Hire: 09/17/2014	
Staff # 5	Met
Date of Hire: 03/04/2016	
Staff # 6	Met
Date of Hire: 10/01/2004	
Staff # 7	Met
Date of Hire: 10/23/2017	
Staff # 8	Met
Date of Hire: 04/11/2017	
Staff # 9	Met
Date of Hire: 02/10/2016	
Staff # 10	Met
Date of Hire: 07/11/2016	
Staff # 11	Met
Date of Hire: 04/27/2017	

Staff Credentials Reviewed: 11**Correction Deadline: 12/20/2017**

Corrected on 3/21/2018
Correction was observed on this date.

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

Not Met

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 one staff member hired on July 3, 2017, did not have first aid and CPR as required.

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Correction Deadline: 4/20/2018

591-1-1-.33 Staff Training

Met

Comment

Documentation observed of required staff training.

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 three staff members did not meet the academic requirements as required.

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Correction Deadline: 4/20/2018

Recited on 3/21/2018

Staffing and Supervision

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

Met

Correction Deadline: 12/20/2017

Corrected on 3/21/2018

Correction was observed on this date.

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

Met

Comment

Adequate supervision observed on this date.