



**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:** 2/21/2019    **VisitType:** Monitoring Visit    **Arrival:** 8:50 AM    **Departure:** 2:30 PM

**CCLC-4139**

**Voices of Faith Academy**

2540 Rockbridge Road Stone Mountain, GA 30087 Gwinnett County  
(770) 498-5850 zendaduren@voicesfaith.org

**Regional Consultant**

Dianne Clarke

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**Mailing Address**

2500 ROCKBRIDGE RD. SW  
Stone Mountain, GA 30087

**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.
02/21/2019	Monitoring Visit	Good Standing	
10/19/2018	Complaint Closure	Good Standing	
10/02/2018	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	1L	Infants	1	1	C	13	C	NA	NA	Free Play
Main	1R	One Year Olds	1	5	C	13	C	NA	NA	Transitioning
Main	2L	One Year Olds	1	6	C	7	C	NA	NA	Free Play
Main	2R	Two Year Olds	1	8	C	13	C	NA	NA	Transitioning
Main	3L	One Year Olds	1	6	C	11	C	NA	NA	Free Play
Main	3R	Two Year Olds and Three Year Olds	1	7	C	13	C	NA	NA	Transitioning
Main	4R	Three Year Olds	1	6	C	13	C	NA	NA	Transitioning
Main	5R	Three Year Olds	1	12	C	14	C	NA	NA	Transitioning
Main	Back Cinter	PreK	2	20	C	34	C	NA	NA	Centers
Main	Last Left Room	PreK	2	18	C	42	C	NA	NA	Transitioning

Total Capacity @35 sq. ft.: 173

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 89

Total Capacity @35 sq. ft.: 173

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
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**Comments**

Plan of Improvement: To Be Submitted 03/07/2019

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/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.

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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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Zenda Duren, Program Official

Date

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Dianne Clarke, Consultant

Date



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**Findings Report**

**Date:** 2/21/2019    **VisitType:** Monitoring Visit    **Arrival:** 8:50 AM    **Departure:** 2:30 PM

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The following information is associated with a Monitoring Visit:

<b>Activities and Equipment</b>
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**591-1-1-.12 Equipment & Toys(CR)**

**Not Met**

**Finding**

591-1-1-.12(6) requires that a variety of age-appropriate toys and play materials be available, stored on low, open shelves accessible to children in each room or assigned area. It was determined based on observation that the 3L and 2R classroom did not have a variety of materials.

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**Correction Deadline: 3/23/2019**

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

**Met**

**Comment**

Center does not provide swimming activities.

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

**Met**

**Comment**

Licensed capacity observed to be routinely met by center.

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**591-1-1-.25 Physical Plant - Safe Environment(CR)****Not Met****Finding**

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation that hazards were observed in the following classrooms:

3R: In a broken cabinet under the diaper changing area, diaper cream, Vaseline, lotion, diaper and wipes packaging which read keep out of reach of children were observed to be accessible.

3L: In broken drawers under the diaper changing table, diaper cream, plastic bags and wipes packaging which read keep out of reach of children were accessible. There were also two coat hooks in the pretend play area which were loose from the wall.

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**Correction Deadline: 2/21/2019**

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

**Comment**

Playground observed to be clean and in good repair.

<b>Health and Hygiene</b>
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**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 there were holes and a tear in the diaper pad in the 2R classroom.

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**Correction Deadline: 2/22/2019**

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

Proper hand washing observed throughout the center.

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

591-1-1-.20 - Discussed proper medication documentation and procedures. Please ensure that all information is completed specifically.

## Safety

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

Met

**Comment**

Age-appropriate discussion and/or redirection observed.

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

Met

Correction Deadline: 10/2/2018

Corrected on 2/21/2019

.36(7)(c)3. - The previous citation was observed to be corrected in that the times were completed for all trips taken.

## Sleeping & Resting Equipment

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

Met

**Comment**

Pleasant naptime environment observed.

## Staff Records

Records Reviewed: 24

Records with Missing/Incomplete Components: 3

Staff # 1	Met
Date of Hire: 05/22/2002	
Staff # 2	Met
Date of Hire: 03/05/2018	
Staff # 3	Met
Date of Hire: 08/09/2004	
Staff # 4	Met
Date of Hire: 04/24/2018	
Staff # 5	Met
Date of Hire: 01/16/2019	
Staff # 6	Met
Date of Hire: 01/12/2017	
Staff # 7	Met
Date of Hire: 04/02/2018	
Staff # 8	Met
Date of Hire: 01/02/2019	
Staff # 9	Met
Date of Hire: 06/19/2017	

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Staff # 10 Date of Hire: 08/27/2007	Met
Staff # 11 Date of Hire: 05/22/2018 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate	Not Met
Staff # 12 Date of Hire: 10/31/2015	Met
Staff # 13 Date of Hire: 04/24/2018	Met
Staff # 14 Date of Hire: 02/11/2019	Met
Staff # 15 Date of Hire: 01/10/2019 <u>"Missing/Incomplete Components"</u> .24(1)-Evidence of Orientation Missing	Not Met
Staff # 16 Date of Hire: 12/11/2008	Met
Staff # 17 Date of Hire: 09/06/2018	Met
Staff # 18 Date of Hire: 08/03/2015	Met
Staff # 19 Date of Hire: 06/30/2016	Met
Staff # 20 Date of Hire: 01/02/2019	Met
Staff # 21 Date of Hire: 01/25/2019 <u>"Missing/Incomplete Components"</u> .24(1)-Evidence of Orientation Missing	Not Met
Staff # 22 Date of Hire: 08/28/2017	Met

Staff # 23 Met  
Date of Hire: 09/24/2018

Staff # 24 Met  
Date of Hire: 08/01/2005

**Staff Credentials Reviewed: 24**

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

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

**Comment**  
Director provided seven files for employees hired since last visit.

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

**Correction Deadline: 10/5/2018**

**Corrected on 2/21/2019**  
.14(2) - The previous citation was observed to be corrected in that all eligible teachers have current evidence of CPR and First Aid certificates.

**591-1-1-.33 Staff Training Not Met**

**Finding**  
591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined that two staff did not have evidence of orientation on file.

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**Correction Deadline: 2/21/2019**

**Finding**  
591-1-1-.33(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on a review of records that one staff did not have evidence of having completed the Health and Safety Orientation Training.

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**Correction Deadline: 3/14/2019**

**Recited on 2/21/2019**

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**Correction Deadline: 10/6/2018**

**Corrected on 2/21/2019**

**.33(4) - The previous citation was observed to be corrected in that the training was observed to be completed.**

**Finding**

591-1-1-.33(6) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers to attend ten (10) clock hours of training which is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on a review of records that one staff did not have evidence of having completed 10 hours of annual training for 2017.

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**Correction Deadline: 3/14/2019**

**Recited on 2/21/2019**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations. In the process of hiring leads due to staff changes.

**Staffing and Supervision**

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

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

Adequate supervision observed on this date.