



**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:** 2/23/2021    **VisitType:** Monitoring Visit    **Arrival:** 10:00 AM    **Departure:** 12:20 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

Phone: (770) 357-4923

Fax: (770) 357-4922

dianne.clarke@decal.ga.gov

**Mailing Address**

2500 Rockbridge Road  
 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.
02/23/2021	Monitoring Visit	Good Standing	
08/17/2020	Licensing Study	Good Standing	
03/11/2020	POI 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
Building 2	Afterschool		0	0	C	34	C	48	C	Not In Use
Total Capacity @35 sq. ft.: 48			Total Capacity @25 sq. ft.: 48			Building @35 capacity limited by Building Department				
Main	1L	Infants and One Year Olds	1	6	C	13	C	NA	NA	Floor Play,Nap
Main	1R		0	0	C	13	C	NA	NA	Not In Use
Main	2L		0	0	C	7	C	NA	NA	Not In Use
Main	2R		0	0	C	13	C	NA	NA	Not In Use
Main	3L		0	0	C	11	C	NA	NA	Not In Use
Main	3R	One Year Olds and Two Year Olds	1	6	C	13	C	NA	NA	Lunch,Transitioning
Main	4R		0	0	C	13	C	NA	NA	Not In Use
Main	5R	Three Year Olds	1	7	C	14	C	NA	NA	Centers
Main	Back Center	Three Year Olds	1	7	C	34	C	47	C	Centers
Main	Last Left Room	PreK	2	11	C	42	C	58	C	Centers
Total Capacity @35 sq. ft.: 173			Total Capacity @25 sq. ft.: 235			Building @25 capacity limited by Building Department				
Total # Children this Date: 37		Total Capacity @35 sq. ft.: 221			Total Capacity @25 sq. ft.: 48		Building @25 capacity limited by Building Department			

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A - School-Age	104	C

**Comments**

A virtual inspection was conducted on February 23, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on September 30, 2020 was reviewed during the virtual inspection.

Shared FAQ regarding Rule Changes effective October 1, 2020 and the new updated Infant feeding plan.

Plan of Improvement: No Plan Developed

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.

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://www.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](mailto:qualityrated@dec.state.ga.us)

---

Zenda Duren, Program Official

Date

---

Dianne Clarke, 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:** 2/23/2021    **VisitType:** Monitoring Visit    **Arrival:** 10:00 AM    **Departure:** 12:20 PM

**CCLC-4139**

**Voices of Faith Academy**

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

**Mailing Address**

2500 Rockbridge Road  
Stone Mountain, GA 30087

**Regional Consultant**

Dianne Clarke

Phone: (770) 357-4923

Fax: (770) 357-4922

dianne.clarke@decals.ga.gov

The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. A variety of equipment and toys were observed throughout the center.

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Center does not provide swimming activities.

### Facility

**591-1-1-.19 License Capacity(CR)**

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Licensed capacity observed to be routinely met by center.

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. No hazards observed accessible to children on this date.

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

**Met**

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Discussed maintenance of resilient surface. Please fluff and redistribute.

### Health and Hygiene

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing and sanitizing requirements for diapering were discussed with the Director on this date.

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing requirements were discussed with the Director on this date.

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. The Provider currently does not dispense/administer medication.

---

**Safety**

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through. Regulations regarding proper discipline were discussed with the Director on this date.

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Center does not provide routine transportation.

---

**Sleeping & Resting Equipment**

---

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

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. 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: 22**

**Records with Missing/Incomplete Components: 1**

Staff # 1	Met
Staff # 2	Not Met
Date of Hire: 08/13/2020	
"Missing/Incomplete Components"	
.09-Criminal Records Check Missing	
Staff # 3	Met
Date of Hire: 12/01/2020	
Staff # 4	Met
Staff # 5	Met
Date of Hire: 12/11/2008	

**Records Reviewed: 22**

**Records with Missing/Incomplete Components: 1**

Staff # 6 Date of Hire: 01/16/2019	Met
Staff # 7 Date of Hire: 08/01/2005	Met
Staff # 8 Date of Hire: 06/19/2017	Met
Staff # 9 Date of Hire: 05/22/2002	Met
Staff # 10	Met
Staff # 11	Met
Staff # 12	Met
Staff # 13	Met
Staff # 14	Met
Staff # 15	Met
Staff # 16	Met
Staff # 17	Met
Staff # 18 Date of Hire: 08/27/2007	Met
Staff # 19 Date of Hire: 11/01/2013	Met
Staff # 20 Date of Hire: 08/01/2019	Met
Staff # 21	Met
Staff # 22 Date of Hire: 04/24/2018	Met

**Staff Credentials Reviewed: 7**

**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 staff #2 did not have evidence of having completed a records check or finger print application to the Department.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will ensure to complete applications for records checks and fingerprints for all staff being hired prior to them being present at the facility, to 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. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will review the CRC video modules regarding criminal records check to ensure the CRC rules are maintained. The director submitted an application on February 23, 2021.

**Correction Deadline: 2/23/2021**

**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 staff #2 did not have evidence of a satisfactory Comprehensive Records Check Determination.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will ensure to complete applications for Comprehensive Records Check Determination for all staff being hired prior to them being present at the facility, 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. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will review the CRC modules regarding criminal records checks, to ensure the CRC rules are maintained. The director completed an application for a Comprehensive Records Check Determination on February 23, 2021.

**Correction Deadline: 2/23/2021**

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

591-1-1-.31(13) - A Virtual Visit was conducted due to the COVID-19 pandemic. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on this date. The program was in compliance with the Executive Order issued on September 30, 2020.

**Correction Deadline: 2/23/2021**

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

A Virtual Visit was conducted due to the COVID-19 pandemic. Center observed to maintain appropriate staff:child ratios.

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Adequate supervision observed on this date.