



**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:** 9/11/2019    **VisitType:** Monitoring Visit    **Arrival:** 10:50 AM    **Departure:** 2:05 PM

**CCLC-4225**

**Bright Beginners Academy**

992 Highland Circle Conyers, GA 30012 Rockdale County  
(770) 761-3508 bmarkige@yahoo.com

**Mailing Address**  
Same

**Regional Consultant**

LaTanya Barber-Swift

Phone: (470) 346-1054

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latanya.barber-swift@decal.ga.gov

Joint with: Brandon Cason

**Quality Rated:** ★

<b>Compliance Zone Designation</b>		
09/11/2019	Monitoring Visit	Good Standing
04/03/2019	Licensing Study	Good Standing
11/14/2018	Monitoring Visit	Good Standing

**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.

**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: Left Side 1L	Three Year Olds and Four Year Olds	1	8	C	12	C	17	C	Centers
Main	B: Left Side 1R	One Year Olds	1	10	NC	15	C	NA	NA	Lunch
Main	C: Right Side 1L	Infants	1	5	C	11	C	15	C	Diapering, Floor Play
Main	D: Right Side 1R		0	0	C	9	C	13	C	Not In Use
Main	E: School Age (Off of Rm D)		0	0	C	28	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 75						Total Capacity @25 sq. ft.: 88				
Total # Children this Date: 23			Total Capacity @35 sq. ft.: 75			Total Capacity @25 sq. ft.: 88				

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG Infant Per Sch	107	C
Main	PG School Age	82	C

**Comments**

Plan of Improvement: Developed This Date 09/11/2019

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).





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### Findings Report

**Date:** 9/11/2019 **VisitType:** Monitoring Visit **Arrival:** 10:50 AM **Departure:** 2:05 PM

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The following information is associated with a Monitoring Visit:

### Activities and Equipment

**591-1-1-.03 Activities**

**Not Met**

**Finding**

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development. The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that there were no lesson plans available for classrooms B and C.

**POI (Plan of Improvement)**

The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

**Correction Deadline: 9/11/2019**

**Recited on 9/11/2019**

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

**Met**

**Comment**

A variety of equipment and toys were observed throughout the center.

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

**N/A**

**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)**

**Met**

**Correction Deadline: 4/3/2019**

Corrected on 9/11/2019  
.25(13) - Previous citation corrected.

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

**Not Met**

**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 observation that there were sections of the side external fence on the School Age and Infant Preschool Playgrounds to have vines. It was further determined that there were two active ant beds on the Infant Preschool Playground. In addition, there were pecans on the School Age Playground which could pose as a choking or allergy hazard.

**POI (Plan of Improvement)**

The Center will remove any litter, vines, pecans, and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 9/11/2019**

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**Health and Hygiene**

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

**Met**

**Comment**

Hand washing requirements for diapering were discussed with the director on this date.

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.17(8) - Please ensure that staff wash their hands before diapering procedures begin. The staff was observed to wash their hands after the diapering procedures were completed.

**Correction Deadline: 9/11/2019**

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

**N/A**

**Comment**

The Provider currently does not dispense/administer medication.

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**Policies and Procedures**

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**591-1-1-.21 Operational Policies & Procedures**

**Met**

**Correction Deadline: 4/8/2019**

Corrected on 9/11/2019

.21(1)(p) - Previous citation corrected.

**Correction Deadline: 4/8/2019**

Corrected on 9/11/2019

.21(3) - Previous citation corrected on this date. The provider has documentation that shows lock down drills have been conducted within the past six months.

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**Safety**

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

**Met**

**Comment**

Staff were observed to maintain a positive learning environment on this date.

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**591-1-1-.13 Field Trips(CR)****N/A****Comment**

Center does not participate in field trips at this time.

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

Complete documentation of transportation observed.

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**Sleeping & Resting Equipment**

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

Pleasant naptime environment observed.

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**Staff Records**

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**Records Reviewed: 5****Records with Missing/Incomplete Components: 1**

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Staff # 1

Met

Date of Hire: 05/03/2003

Staff # 2

Met

Staff # 3

Met

Staff # 4

Not Met

Date of Hire: 07/08/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Met

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**Staff Credentials Reviewed: 5**

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**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 observation that one staff did not submit the application and fingerprints required for the comprehensive criminal records check needed to work in the facility. A one day letter was left on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will have staff submit their application and fingerprints 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 have staff submit their application and fingerprints to ensure the CRC rules are maintained.

**Correction Deadline: 9/11/2019**

**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 observation that one staff did not have the required comprehensive criminal records check needed to work in the facility. A one day letter was left on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will make sure all staff have a satisfactory records check determination prior to being on 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 make sure all staff have a satisfactory records check determination to ensure the CRC rules are maintained.

**Correction Deadline: 9/11/2019**

**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 observation that one staff did not have the requested portability to work in the facility. The staff's portability end date was August 29, 2018.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will request portability to 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. 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 staff request portability to ensure CRC rules are maintained.

**Correction Deadline: 9/11/2019**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Staffing and Supervision**

**Finding**

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20; and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined based on observation that there were 10 children in Classroom B with one staff. The required ratio for the classroom was one staff to 8 children.

**POI (Plan of Improvement)**

The Center will hire additional Staff or reschedule current Staff to meet required Staff:child ratios and will organize children into groups that meet requirements.

**Correction Deadline: 9/11/2019**

**Correction Deadline: 4/3/2019**

**Corrected on 9/11/2019**

**.32(4) - Previous citation corrected.**

**Comment**

Staff observed to provide direct supervision and be attentive to children's needs.