



**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:** 12/3/2019    **VisitType:** Licensing Study    **Arrival:** 9:40 AM    **Departure:** 1:45 PM

**CCLC-46158**

**USA Daycare Academy**

6185 Buford Highway Peachtree Corners, GA 30071 Gwinnett County  
 (770) 559-2532 usadaycareacademy@gmail.com

**Mailing Address**

6185 Buford Highway, Suit #D  
 Peachtree Corners, GA 30071

**Regional Consultant**

Bridget Johnson

Phone: (770) 357-4913

Fax: (770) 357-4912

bridget.johnson@dec.al.ga.gov

**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.
12/03/2019	Licensing Study	Good Standing	
06/17/2019	Complaint Closure	Good Standing	
06/17/2019	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	Room A 1 - Middle - Pre-K	PreK	1	12	C	22	C	NA	NA	Centers
Main	Room A 2 - Rear Library - Pre-K		0	0	C	6	C	NA	NA	
Main	Room B - 2nd - Rear-Right-Toddler	One Year Olds	1	7	C	16	C	NA	NA	Centers
Main	Room C - 1R - Preschool 3	Three Year Olds	2	9	C	22	C	NA	NA	Circle Time
Main	Room D - Front Middle - School Age		0	0	C	14	C	NA	NA	
Main	Room E 1 - 1L - Two-Year-Olds	Infants and One Year Olds	3	7	C	20	C	NA	NA	Floor Play,Nap
Main	Room E 2 - 1L - Rear Cubbie Room - Two-Year-Old		0	0	C	3	C	NA	NA	
Main	Room F - 2 L - Rear - Infant - Two-Year-Olds	Two Year Olds and Three Year Olds	1	8	C	10	C	NA	NA	Diapering,Music
Main	Room G - Middle-Rear - School Age	Two Year Olds	1	5	C	10	C	NA	NA	Centers,Art
Total Capacity @35 sq. ft.: 123			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 48			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A - Front - Infant - School-Age	25	C
Main	Playground B - Picnic - Left-Side	10	C
Main	Playground C - Trike Path -Rear-Left	6	C

#### **Comments**

12/03/2019: The purpose of this visit was to conduct a licensing study. There were no previous citations to follow up on.

Plan of Improvement: Developed This Date 12/03/2019

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/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://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.decal.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@decal.ga.gov](mailto:qualityrated@decal.ga.gov)

---

Daniel Nguyen, Program Official

Date

---

Bridget Johnson, 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:** 12/3/2019 **VisitType:** Licensing Study

**Arrival:** 9:40 AM

**Departure:** 1:45 PM

**CCLC-46158**

**USA Daycare Academy**

6185 Buford Highway Peachtree Corners, GA 30071 Gwinnett County  
(770) 559-2532 usadaycareacademy@gmail.com

**Mailing Address**

6185 Buford Highway, Suit #D  
Peachtree Corners, GA 30071

**Regional Consultant**

Bridget Johnson

Phone: (770) 357-4913

Fax: (770) 357-4912

bridget.johnson@decal.ga.gov

The following information is associated with a Licensing Study:

### Activities and Equipment

#### 591-1-1-.03 Activities

Not Met

**Finding**

591-1-1-.03(1) requires the Center to provide a daily planned program of varied and developmentally appropriate activities to promote social, emotional, physical, cognitive, language and literacy growth. Center Staff shall use a variety of teaching methods to accommodate the needs of the children's different learning styles. It was determined based on observation that the current lesson plan was not posted in Rooms B and C on this date.

**POI (Plan of Improvement)**

The Center will plan a program that includes a variety of developmentally appropriate activities that are provided daily, train Staff to use various teaching methods, and monitor both.

**Correction Deadline: 12/3/2019**

#### 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.

### Children's Records

**Records Reviewed: 5**

**Records with Missing/Incomplete Components: 3**

Child # 1

Met

Child # 2

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing

Child # 3

Met

Child # 4

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing,.08(1)-Allergies and Disabilities

Child # 5

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing

**591-1-1-.08 Children's Records****Not Met****Comment**

Parent agreements observed obtained/completed.

**Comment**

Parent authorizations obtained/completed.

**Finding**

591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, mental retardation or developmental disabilities which limit the child's participation in the program. It was determined based on a review of records that three of five children's records reviewed were missing the address of the release to persons, one was missing the relationship of the release to persons, and one was missing whether or not the child had any allergies.

**POI (Plan of Improvement)**

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

**Correction Deadline: 12/3/2019****Facility****591-1-1-.06 Bathrooms****Met****Comment**

Bathrooms observed to be clean and well maintained.

**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**

**Comment**

Center appears clean and well maintained.

**Comment**

No hazards observed accessible to children on this date.

**591-1-1-.26 Playgrounds(CR)****Technical Assistance****Comment**

Playground observed to be clean and in good repair.

**Technical Assistance**

591-1-1-.26(9) - Please monitor the outside doors on the infant and toddler playground and watch for splintered wood and repair as needed.

**Correction Deadline: 12/3/2019**

**Food Service****591-1-1-.15 Food Service & Nutrition****Not Met****Comment**

Center menu meets USDA guidelines. Lunch was observed to be chicken ragu with rice, cooked vegetables, honeydew, and milk on this date.

**Finding**

591-1-1-.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies. It was determined based on a review of records that the feeding plans for three infants had not been updated every 90 days as required.

**POI (Plan of Improvement)**

The Center Director will develop and implement a plan to obtain and post the completed feeding plan as part of the enrollment process and to have parents update the plans on a regular basis that will include center staff involved with enrollment and those working in the infant classrooms.

**Correction Deadline: 12/3/2019**

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

Kitchen appears clean and well organized.

**Health and Hygiene****591-1-1-.07 Children's Health****Not Met****Finding**

591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifiers or other hazardous items. It was determined based on observation that an infant was asleep in a crib and had a pacifier clip attached to the sweater they were wearing. Also, it was later observed that another child in the infant room was sitting in a high chair and had a pacifier clip attached to their shirt.

**POI (Plan of Improvement)**

The pacifier clips were immediately removed when Consultant pointed out that they are not allowed. The Center will instruct Staff regarding this safety requirement.

**Correction Deadline: 12/3/2019**

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

Proper diapering procedures observed.

---

<b>591-1-1-.17 Hygiene(CR)</b>	<b>Met</b>
--------------------------------	------------

**Comment**

Proper hand washing observed throughout the center.

---

<b>591-1-1-.20 Medications(CR)</b>	<b>Met</b>
------------------------------------	------------

**Comment**

Documentation for medication dispensing observed complete.

<b>Safety</b>
---------------

---

<b>591-1-1-.05 Animals</b>	<b>N/A</b>
----------------------------	------------

**Comment**

Center does not keep animals on premises.

---

<b>591-1-1-.11 Discipline(CR)</b>	<b>Met</b>
-----------------------------------	------------

**Comment**

Age-appropriate discussion and/or redirection observed.

**Comment**

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

---

<b>591-1-1-.13 Field Trips(CR)</b>	<b>N/A</b>
------------------------------------	------------

**Comment**

Center does not participate in field trips at this time.

---

<b>591-1-1-.36 Transportation(CR)</b>	<b>Met</b>
---------------------------------------	------------

**Comment**

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

**Comment**

Complete documentation of transportation observed.

**Comment**

The vehicles had an approved fire extinguisher and first aid kit on this date. Please see under first aid for items that need to be added to the first aid kit.

<b>Sleeping &amp; Resting Equipment</b>
---

**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 observation that an infant was sleeping in a crib and was wearing a hat and open sweater with a pacifier clip attached to it.

**POI (Plan of Improvement)**

The items were immediately removed from the crib. 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: 12/3/2019**

**Staff Records**

**Records Reviewed: 10**

**Records with Missing/Incomplete Components: 2**

Staff # 1	Met
Date of Hire: 11/11/2019	
 Staff # 2	 Met
Date of Hire: 03/08/2017	
 Staff # 3	 Met
Date of Hire: 09/01/2017	
 Staff # 4	 Not Met
Date of Hire: 03/14/2017	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
 Staff # 5	 Met
Date of Hire: 04/03/2017	
 Staff # 6	 Met
Date of Hire: 05/14/2018	



Staff # 7	Met
Date of Hire: 12/27/2016	
Staff # 8	Met
Date of Hire: 09/23/2016	
Staff # 9	Met
Date of Hire: 05/08/2017	
Staff # 10	Not Met
Date of Hire: 03/05/2019	

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

**Staff Credentials Reviewed: 4**


---

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

Criminal record checks were observed to be complete and satisfactory for 15 of 15 staff members 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 two staff members did not have documentation on file of current training in CPR and First Aid and had been employed at the facility beyond 90 days.

**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: 1/2/2020****Technical Assistance**

591-1-1-.14(3) - Please add insect sting prep to the first aid kit for the building and both vehicles, and goggles to the first aid kit for both vehicles.

**Correction Deadline: 12/13/2019**


---

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

**Finding**

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on a review of records that four staff members did not have documentation on file to show they had completed all of the required 10 hours of annual training for 2018.

**POI (Plan of Improvement)**

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

**Correction Deadline: 1/2/2020**

---

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

Staff observed to be compliant with applicable laws and regulations.

<b>Staffing and Supervision</b>
---------------------------------

---

**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**

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