



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: 9/10/2018 **VisitType:** Complaint Investigation Follow Up **Arrival:** 8:45 AM **Departure:** 5:00 PM

CCLC-48059

Kids R Kids Learning Academy #33

2950 Centerville Highway Snellville, GA 30078 Gwinnett County
 (770) 979-7600 banksjacksonrobin@gmail.com

Regional Consultant

Dianne Clarke

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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.
09/10/2018	Complaint Closure	Good Standing	
09/10/2018	Complaint Investigation Follow Up	Good Standing	
03/29/2018	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
Single	A/1L/100	Infants and One Year Olds	1	3	C	16	C	NA	NA	Feeding,Nap
Single	B/2L/150	One Year Olds	1	6	C	16	C	NA	NA	Free Play
Single	C/3L/200	One Year Olds	1	7	C	17	C	NA	NA	Free Play
Single	D/1R/250	Two Year Olds	1	10	C	23	C	NA	NA	Circle Time
Single	E/2R/300	Two Year Olds and Three Year Olds	1	10	C	24	C	NA	NA	Circle Time
Single	F/3R/350	Three Year Olds	1	13	C	22	C	NA	NA	Circle Time
Single	G/4R/400	PreK	2	19	C	23	C	NA	NA	Circle Time
Single	H/5R/450	PreK	2	18	C	23	C	NA	NA	Circle Time
Single	I/Center/500	PreK	2	21	C	30	C	NA	NA	Circle Time
Single	J/4L	Three Year Olds and Four Year Olds	1	7	C	58	C	NA	NA	Circle Time
Single	K/Cafeteria		0	0	C	23	C	NA	NA	

Total Capacity @35 sq. ft.: 275

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 114

Total Capacity @35 sq. ft.: 275

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Single	PG AR side	27	C
Single	PG B/R Back	55	C
Single	PG C//L side	33	C
Single	PG D/Back Middle	108	C

Comments

Reminder regarding incident reports being submitted online via DECAL KOALA under the required reporting tab. Beginning October 1, 2018: Local background checks will no longer be accepted. Staff transferring from another facility must be electronically ported or the letter will not be accepted. All staff must have a comprehensive background check on file. USDA guidelines will be assessed by the consultant. One day letter left on this date.

Plan of Improvement: Developed This Date 09/10/2018

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).



Please refer to the website, <http://www.decal.ga.gov/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.

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@decal.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://decal.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).

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

Robin Banks, Program Official

Date

Dianne Clarke, Consultant

Date



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Findings Report

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The following information is associated with a Complaint Investigation Follow Up:

Activities and Equipment

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

Met

Correction Deadline: 3/29/2018

Corrected on 9/10/2018

.12(1) - The previous citation was observed to be corrected in that the high chairs were all observed to have the straps.

Staff Records

Records Reviewed: 30

Records with Missing/Incomplete Components: 5

Staff # 1

Met

Date of Hire: 08/04/2018

Staff # 2

Met

Date of Hire: 05/23/2017

Staff # 3

Met

Date of Hire: 07/31/2018

Staff # 4

Met

Date of Hire: 08/01/2007

Staff # 5

Not Met

Date of Hire: 08/11/2017

"Missing/Incomplete Components"

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

Staff # 6 Date of Hire: 03/08/2016	Met
Staff # 7 Date of Hire: 01/29/2018	Met
Staff # 8 Date of Hire: 05/02/2017	Met
Staff # 9 Date of Hire: 01/04/2018	Met
Staff # 10 Date of Hire: 12/07/2016	Met
Staff # 11 Date of Hire: 07/02/2018	Met
Staff # 12 Date of Hire: 07/31/2017	Met
Staff # 13 Date of Hire: 07/30/2017 <u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing, .31(2)(b)2.-Staff Qualifications-Education Missing	Not Met
Staff # 14 Date of Hire: 08/01/2018	Met
Staff # 15 Date of Hire: 09/18/2017 <u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.14(2)-First Aid Missing	Not Met
Staff # 16 Date of Hire: 08/01/2018	Met
Staff # 17 Date of Hire: 04/24/2017	Met
Staff # 18 Date of Hire: 04/24/2017 <u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing, .31(2)(b)2.-Staff Qualifications-Education Missing	Not Met

Records Reviewed: 30

Records with Missing/Incomplete Components: 5

Staff # 19 Met

Date of Hire: 07/11/2016

Staff # 20 Met

Date of Hire: 08/27/2018

Staff # 21 Met

Date of Hire: 12/04/2017

Staff # 22 Met

Date of Hire: 07/24/2017

Staff # 23 Not Met

Date of Hire: 04/24/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 24 Met

Date of Hire: 02/20/2017

Staff # 25 Met

Date of Hire: 03/13/2017

Staff # 26 Met

Date of Hire: 12/26/2017

Staff # 27 Met

Date of Hire: 07/23/2018

Staff # 28 Met

Date of Hire: 01/08/2018

Staff # 29 Met

Date of Hire: 07/24/2017

Staff # 30 Met

Date of Hire: 09/18/2017

Staff Credentials Reviewed: 30

591-1-1-.09 Criminal Records Check(CR)

Not Met

Finding

591-1-1-.09(1)(i) requires that if the Center accept a satisfactory determination letter issued by the Department for a potential Director or Employee as evidence of that individual's Satisfactory Records Check Determination, the Records Check Clearance Date must be within the preceding 12 months from the hire date, and the Center does not know or reasonably should not know that the individual's satisfactory status has not changed. It was determined based on a review of records that the director, hired on August 4, 2018, fell outside of the portability requirements.

POI (Plan of Improvement)

The Center will ensure that each potential Employee bringing a satisfactory determination letter issued by the Department has a Satisfactory Records Check Determination that is dated within the preceding 12 months from the hire date. The Center will not employ individual's whose satisfactory status has changed.

Correction Deadline: 9/10/2018

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 three staff did not have evidence of having completed CPR and First Aid training in that there was no evidence of staff's CPR and First Aid cards on file.

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: 10/10/2018

Recited on 9/10/2018

591-1-1-.33 Staff Training**Not Met****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 two staff did not have evidence of having completed the Health and Safety Orientation Training.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

Correction Deadline: 10/10/2018

Recited on 9/10/2018

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 two teachers did not have evidence of education credential.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

Correction Deadline: 10/22/2018

Recited on 9/10/2018