



**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: 8/6/2019 **VisitType:** Licensing Study **Arrival:** 9:55 AM **Departure:** 1:15 PM

CCLC-48274

Front Row Early Learning Academy

6350 Old National Highway College Park, GA 30349 Fulton County
(770) 996-8059 sheliabolden@att.net

Mailing Address
Same

Regional Consultant

Elim Tekie

Phone: (404) 478-8088

Fax: (404) 478-8094

elim.tekie@decal.ga.gov

Joint with: Princess Walton

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.
08/06/2019	Licensing Study	Good Standing	
03/28/2019	Complaint Closure	Good Standing	
03/20/2019	Complaint Investigation & Monitoring Visit	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	D - Modular 1	Three Year Olds	1	11	C	15	C	21	C	Centers
Main	E - Modular 2	Two Year Olds and Five Year Olds	1	14	NC	15	C	21	C	Outside
Main	Rm -A	Infants	1	5	C	10	C	NA	NA	Feeding
Main	Rm B	One Year Olds	1	8	C	8	C	NA	NA	Free Play
Main	Rm C- Preschool	Two Year Olds	1	9	C	10	C	14	C	Circle Time
Main	Room D		0	0	C	9	C	13	C	
Total Capacity @35 sq. ft.: 67						Total Capacity @25 sq. ft.: 87				
Total # Children this Date: 47			Total Capacity @35 sq. ft.: 67			Total Capacity @25 sq. ft.: 87				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A - Small PG	4	C
Main	All Children	38	C

Comments

The purpose of this visit was to conduct a Licensing visit and to follow-up on previous citations.

Plan of Improvement: Developed This Date 08/06/2019

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.

- 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.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

SHELIA BOLDEN, Program Official Date

Elim Tekie, Consultant Date

Princess Walton, Consultant Date



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Findings Report

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The following information is associated with a Licensing Study:

Activities and Equipment

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

Met

Comment

Equipment and furniture observed to be properly secured, as applicable.

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

Met

Comment

Center does not provide swimming activities.

Facility

591-1-1-.06 Bathrooms

Technical Assistance

Technical Assistance

591-1-1-.06 - Consultant discussed placing hazardous items inaccessible to children and placing locks on closet doors.

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

No hazards observed accessible to children on this date.

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, the playground had trash(plastic cup, tissue paper) and broken toys(doll house and monster truck). Consultant observed wire hanging from large tree onto large playground, accessible to children on playground.

POI (Plan of Improvement)

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

Correction Deadline: 8/6/2019

Food Service

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

Comment

Kitchen appears clean and well organized. Consultant discussed updating menu with daily meal changes.

Health and Hygiene

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

Technical Assistance

591-1-1-.10 - It was observed, based on Consultant's observation, a staff member in the one year old classroom did not complete the hand washing procedure. Consultant reminded staff member to wash the child's hands, before placing them down.

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

Comment

Staff were observed to remind children to wash hands.

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

Comment

The Provider currently does not dispense/administer medication.

Safety

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

Comment

Age-appropriate discussion and/or redirection observed.

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

Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Technical Assistance

591-1-1-.30(1)(d) - Consultant discussed with provider and staff member, the importance of safe sleep procedures.

Correction Deadline: 8/6/2019

Staff Records

Records Reviewed: 19

Records with Missing/Incomplete Components: 10

Staff # 1

Not Met

Date of Hire: 10/01/2018

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 2

Met

Staff # 3

Not Met

Date of Hire: 12/01/2011

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 4

Met

Date of Hire: 12/27/2016

Staff # 5

Not Met

Date of Hire: 03/26/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 6

Met

Date of Hire: 02/18/2018

Staff # 7

Not Met

Date of Hire: 02/01/2006

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Met

Staff # 9

Not Met

Date of Hire: 10/24/2018

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Met

Staff # 11

Met

Date of Hire: 10/05/2016

Staff # 12

Met

Staff # 13

Not Met

Date of Hire: 05/06/2019

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Records Reviewed: 19**Records with Missing/Incomplete Components: 10**

Staff # 14	Met
Date of Hire: 05/10/2019	
Staff # 15	Not Met
Date of Hire: 10/03/2016	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 16	Not Met
Date of Hire: 04/03/2018	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 17	Met
Staff # 18	Not Met
Date of Hire: 09/28/2018	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 19	Not Met
Date of Hire: 10/03/2019	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	

Staff Credentials Reviewed: 1

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, the Center did not complete an application through BFTS for the employee.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will watch the video provided by BFTS 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 ensure that all employees, upon hire, complete the required application to ensure all CRC rules are maintained.

Correction Deadline: 8/6/2019

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 Consultant's observation, a Staff member without a Criminal Background Check, was present on the premises.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will watch the video provided by BFTS 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 ensure all new employees complete CBC checks to ensure the CRC rules are maintained.

Correction Deadline: 8/6/2019

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

Complete first aid kits observed in center and on vehicles.

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 staff records, five out of eleven staff members did not complete their required Health and Safety 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: 9/5/2019

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

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR)**Not Met****Finding**

591-1-1-.32(3) requires a Center with a licensed capacity of 18 or fewer children to maintain Staff-child ratios in mixed-age groups of children under three years old based on the age of the youngest child under three years of age. Where all of the children in any one group are three years of age or older, the age of the majority of the children in the group shall determine the Staff: child ratios . It was determined based on Consultant's observation, there were two children under the age of three, with children ages three and older.

POI (Plan of Improvement)

The Center will determine and maintain Staff: child ratios as required.

Correction Deadline: 8/6/2019

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

Met

Comment

Adequate supervision observed on this date.