



**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:** 2/10/2020    **VisitType:** Licensing Study    **Arrival:** 9:45 AM    **Departure:** 1:00 PM

**CCLC-48941**

**Achievers Academy**

3350 Greenbriar Parkway SW Atlanta, GA 30331 Fulton County  
 (404) 245-4418 tj618@me.com

**Regional Consultant**

Michelle Smith

Phone: (404) 478-8183  
 Fax: (678) 717-5636  
 michelle.smith@decal.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** No

<b>Compliance Zone Designation</b>		
02/10/2020	Licensing Study	Good Standing
07/18/2019	Monitoring Visit	Good Standing
02/12/2019	Licensing Study	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 - 1-2 years	One Year Olds and Two Year Olds	1	4	C	12	C	NA	NA	Nap
Main	B - Infants	Infants	1	5	C	16	C	NA	NA	Homework
Main	C - 5 - 6 years	Five Year Olds and Six Year Olds and Over	1	15	C	20	C	NA	NA	Lunch
Main	D - 9 -10 years	Six Year Olds and Over	1	18	C	20	C	NA	NA	Homework
Main	E - 7 - 8 years	Six Year Olds and Over	1	13	C	19	C	NA	NA	Homework
Main	F - 2 years	Two Year Olds	1	8	C	17	C	NA	NA	Nap, Transitioning, Lunch
Main	G - 3 years	Three Year Olds	1	7	C	18	C	NA	NA	Transitioning, Nap, Lunch
Main	H - 4 years	Four Year Olds	1	5	C	21	C	NA	NA	Homework
Total Capacity @35 sq. ft.: 143						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 75			Total Capacity @35 sq. ft.: 143			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	49	C

**Comments**

The purpose of this visit was to conduct a Licensing Study as follow up to the visit conducted 7.18.19. Consultant discussed and reviewed report with Center Director on this date.

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.

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#### 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.

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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)

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Tenneehesia Mobley, Program Official

Date

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Michelle Smith, Consultant

Date



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### Findings Report

**Date:** 2/10/2020 **VisitType:** Licensing Study **Arrival:** 9:45 AM **Departure:** 1:00 PM

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The following information is associated with a Licensing Study:

### Activities and Equipment

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.03(2) - Consultant discussed with Center Director to ensure that current lesson plans are posted as required in each classroom.

**Correction Deadline: 2/10/2020**

**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.

### Children's Records

**Records Reviewed: 5**

**Records with Missing/Incomplete Components: 0**

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

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**591-1-1-.08 Children's Records****Met****Correction Deadline: 7/19/2019****Corrected on 2/10/2020****.08(6) - Consultant observed completed sign in and out sheets as required on this date.****Facility**

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**591-1-1-.19 License Capacity(CR)****Met****Comment**Licensed capacity observed to be routinely met by center.

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**591-1-1-.25 Physical Plant - Safe Environment(CR)****Met****Comment**No hazards observed accessible to children on this date.

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

**Health and Hygiene**

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**591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**Staff state proper knowledge of diapering procedures.

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

591-1-1-.17(8) - Consultant discussed with Center Staff to ensure that proper hand washing is completed before and after diapering each child.

**Correction Deadline: 2/10/2020**

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**591-1-1-.20 Medications(CR)****N/A****Comment**

The Provider currently does not dispense/administer medication.

**Safety**

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**591-1-1-.05 Animals****Not Met****Finding**

591-1-1-.05(2) requires Center Staff to confine animals in pens or covered areas except during specific teacher-directed learning experiences and to keep animal pens and confinement areas clean. It was determined based on observation that one fish tank was not properly cleaned or maintained as required in Classroom D 9-10 years as required on this date.

**POI (Plan of Improvement)**

The Center will maintain and keep animals in a suitable pen or covered area except when a teacher is using the animal in a specific learning experience. If needed, the pen or covered area will be cleaned and the Center will develop and follow a plan to keep the area clean.

**Correction Deadline: 2/10/2020**

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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) N/A

**Comment**

Center does not provide routine transportation.

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**Sleeping & Resting Equipment**

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

**Comment**

Discussed SIDS and infant sleeping position.

**Comment**

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.

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**Staff Records**

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**Records Reviewed: 12**

**Records with Missing/Incomplete Components: 4**

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Staff # 1	Met
Staff # 2	Met
Date of Hire: 05/30/2018	
Staff # 3	Not Met
Date of Hire: 06/04/2018	
<u>"Missing/Incomplete Components"</u>	
.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 4	Met
Staff # 5	Met
Date of Hire: 08/08/2019	
Staff # 6	Met
Staff # 7	Met
Staff # 8	Not Met
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 9	Not Met
Date of Hire: 04/20/2018	

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 06/04/2018

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 11

Met

Date of Hire: 07/30/2018

Staff # 12

Met

**Staff Credentials Reviewed: 9**

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

**Met**

**Comment**

Criminal record checks were observed to be complete. Consultant observed 29 of 29 Center Staff to have valid Satisfactory Comprehensive Criminal Records Check Determination letters issued by the Department as required.

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

**Met**

**Comment**

Evidence observed of 50% of center staff certified in First Aid and CPR.

**591-1-1-.24 Personnel Records**

**Not Met**

**Finding**

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on observation that one Center Staff hired did not have a completed ten-year work history. In addition, the work experience was missing for the same employee.

**POI (Plan of Improvement)**

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

**Correction Deadline: 2/15/2020**

**591-1-1-.33 Staff Training**

**Not Met**

**Finding**

591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined based on review of records that two (2) Center Staff did not have valid evidence of completing the employee orientation as required prior to being assigned a task with children.

**POI (Plan of Improvement)**

The Center will develop and provide orientation for all new Staff prior to their staff's assignment to children or task.

**Correction Deadline: 2/10/2020**

**Technical Assistance**

591-1-1-.33(4) - Consultant discussed with Center Director to ensure that one cook is enrolled in the four (4) hour food preparation training as required.

**Correction Deadline: 3/11/2020**

**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 observation that eight (8) Center Staff did not have valid evidence of completing the 10 clock hours of annual training for 2019 as required.

**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: 3/11/2020**

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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**

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

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

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