



**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:** 2/12/2019    **VisitType:** Licensing Study    **Arrival:** 9:30 AM    **Departure:** 12:30 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>			<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.
02/12/2019	Licensing Study	Good Standing	
11/05/2018	Complaint Closure	Good Standing	
11/05/2018	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	A - 1-2 years		0	0	C	12	C	NA	NA	Not In Use
Main	B - Infants	Infants	1	4	C	16	C	NA	NA	Floor Play
Main	C - 5 - 6 years	Five Year Olds and Six Year Olds and Over	1	12	C	20	C	NA	NA	Centers
Main	D - 9 -10 years	Six Year Olds and Over	1	13	C	20	C	NA	NA	Homework
Main	E - 7 - 8 years	Six Year Olds and Over	1	16	C	19	C	NA	NA	Homework
Main	F - 2 years	Two Year Olds	1	6	C	17	C	NA	NA	Homework
Main	G - 3 years	Three Year Olds	1	5	C	18	C	NA	NA	Centers
Main	H - 4 years	Four Year Olds	1	9	C	21	C	NA	NA	Homework
Total Capacity @35 sq. ft.: 143						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 65			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 in follow up to the visit conducted on July 31, 2018. Consultant discussed and reviewed report with Assistant Director on this date.

Plan of Improvement: Developed This Date 02/12/2019

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/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.

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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

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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**

Consultant observed equipment and furniture to be properly secured, as applicable.

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

**N/A**

**Comment**

Center Administrator stated that the 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)**

**Technical Assistance**

**Technical Assistance**

591-1-1-.25(3) - Consultant discussed with Center Administrator to ensure that minor sections of chipping paint behind the sink, and toilet is repaired in the boys bathroom in Classroom E.

**Correction Deadline: 2/12/2019**

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.26(9) - Consultant discussed with Center Administrator to ensure that three (3) large trash bags are removed from the playground prior to children accessing the play area. In addition to ensure that pine cones are removed, and hanging tree branches are cut back behind the fence.

**Correction Deadline: 2/12/2019**

### Food Service

**Technical Assistance**

591-1-1-.18(8) - Consultant discussed with Center Administrator to ensure that all foods that are not in the original package are labeled with a date, and food description.

**Correction Deadline: 2/12/2019**

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

Staff state proper knowledge of diapering procedures.

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

Proper hand washing observed throughout the center.

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

The Center Administrator stated that the Center currently does not dispense/administer medication.

**Policies and Procedures****591-1-1-.21 Operational Policies & Procedures****Not Met****Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on Consultant review of records that the tornado, and lock down drills was not conducted within the last six- months as required by the Department.

**POI (Plan of Improvement)**

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

**Correction Deadline: 2/17/2019**

**Safety****591-1-1-.05 Animals****N/A****Comment**

Center does not keep animals on premises.

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

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

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

Center does not participate in field trips at this time.

**591-1-1-.36 Transportation(CR)****N/A****Comment**

Center Administrator stated that the Center does not provide routine transportation at this time.

**Sleeping & Resting Equipment**

**Technical Assistance**

591-1-1-.30(2) - Consultant discussed with Center Administrator to ensure that Center Staff does not drape or hang blankets or toys inside or on cribs used for infant sleep.

**Correction Deadline: 2/12/2019**

**Staff Records**

**Records Reviewed: 15**

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

Staff # 1 Date of Hire: 06/04/2018	Met
Staff # 2 Date of Hire: 07/30/2018	Met
Staff # 3 Date of Hire: 12/17/2018	Met
Staff # 4 Date of Hire: 05/30/2018	Met
Staff # 5 Date of Hire: 05/31/2018	Met
Staff # 6 Date of Hire: 06/04/2018	Met
Staff # 7 Date of Hire: 06/04/2018	Met
Staff # 8 Date of Hire: 05/30/2018	Met
Staff # 9 Date of Hire: 02/05/2019	Met
Staff # 10 Date of Hire: 08/08/2018	Met
Staff # 11 Date of Hire: 07/30/2018	Met
Staff # 12 Date of Hire: 06/18/2018	Met
Staff # 13	Met

**Records Reviewed: 15**

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

Date of Hire: 05/31/2018

Staff # 14

Met

Date of Hire: 05/25/2018

Staff # 15

Met

Date of Hire: 05/31/2018

**Staff Credentials Reviewed: 15**

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

**Met**

**Comment**

Consultant observed 15 out of 15 Center Employees to have valid Satisfactory Comprehensive Criminal Records Check Determination letters issued by the Department on this date.

**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-.33 Staff Training**

**Met**

**Comment**

Please ensure completed training and orientation are kept on file.

**Technical Assistance**

591-1-1-.33(6) - Consultant discussed with Center Director that the Department required all persons primary responsible for food to complete the food preparation training within the first year of hire.

**Correction Deadline: 3/14/2019**

**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)**

**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.