



**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:** 10/15/2019 **VisitType:** Incident Investigation/Monitoring Visit **Arrival:** 8:55 AM **Departure:** 1:05 PM

**CCLC-49165**

**Telamon Corporation The Glennville Center**

111 Oliver Lane Glennville, GA 30427 Tattnall County  
 (912) 386-1163 dhigbee@telamon.org

**Regional Consultant**

Kesha McNeal

Phone: (866) 359-1672

Fax: (866) 359-7490

kesha.mcneal@decal.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** No

<u>Compliance Zone Designation</u>			<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.
10/15/2019	Incident Investigation Closure	Good Standing	
10/15/2019	Incident Investigation/Monitoring Visit	Good Standing	
07/03/2019	Initial Licensing Study	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	Three Year Olds and Four Year Olds	3	5	C	19	C	NA	NA	Art, Transitioning, Centers
Main	B	Three Year Olds and Four Year Olds	3	12	C	16	C	NA	NA	Circle Time, Transitioning, Centers
Main	D		0	0	C	13	C	NA	NA	
Main	E	Infants	2	6	C	13	C	NA	NA	Diapering, Feeding, Transitioning, Floor Play
Main	F	One Year Olds	2	4	C	14	C	NA	NA	Transitioning, Art, Free Play
Main	G	One Year Olds and Two Year Olds	3	7	C	14	C	NA	NA	Centers, Transitioning, Story
Main	H	Two Year Olds	3	7	C	12	C	NA	NA	Centers, Transitioning, Clean Up, Music
Main	I	Two Year Olds	2	8	C	12	C	NA	NA	Transitioning, Centers, Music

Total Capacity @35 sq. ft.: 113

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 49

Total Capacity @35 sq. ft.: 113

Total Capacity @25 sq.  
ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	121	C

#### Comments

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit.

All current staff had evidence of comprehensive background checks on file on this date.

The center does participate in field trips, transportation, and medication.

The center does not participate in swimming.

Plan of Improvement: Developed This Date 10/15/2019

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/ChildCare/ProgramsAndServices/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/ChildCare/ProgramsAndServices/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)

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Donya Higbee, Program Official

Date

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Kesha McNeal, Consultant

Date



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### Findings Report

**Date:** 10/15/2019 **VisitType:** Incident  
Investigation/Monitoring  
Visit

**Arrival:** 8:55 AM

**Departure:** 1:05 PM

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The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

Met

**Comment**

A variety of equipment and toys were observed throughout the center.

**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

Met

**Correction Deadline:** 8/15/2019

**Corrected on** 10/15/2019

**.06(4) - Previous citation observed corrected in that the center has submitted for a variance.**

#### 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.

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

Playground not observed on this date due to inclement weather.

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**Health and Hygiene**

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

Proper diapering procedures observed.

**Comment**

Staff state proper knowledge of diapering procedures.

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

Proper hand washing observed throughout the center.

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

Documentation for medication dispensing observed complete.

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**Safety**

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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)****Met****Comment**

Field trip documentation observed to be complete.

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

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

**Comment**

Complete documentation of transportation observed.

**Comment**

The vehicle had an approved fire extinguisher and first aid kit on this date.

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**Sleeping & Resting Equipment**

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

**Technical Assistance**

591-1-1-.30(4) - Please ensure that cots are inaccessible to children in care in toddler three and toddler four classrooms.

**Correction Deadline: 10/15/2019**

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**Staff Records**

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Staff # 1	Met
Date of Hire: 03/20/1998	
Staff # 2	Met
Date of Hire: 04/06/2015	
Staff # 3	Met
Date of Hire: 04/04/2005	
Staff # 4	Met
Date of Hire: 06/08/1999	
Staff # 5	Met
Date of Hire: 06/08/1999	
Staff # 6	Met
Date of Hire: 05/28/2019	
Staff # 7	Met
Date of Hire: 10/19/2018	
Staff # 8	Met
Date of Hire: 08/07/2002	
Staff # 9	Met
Date of Hire: 04/04/2018	
Staff # 10	Met
Date of Hire: 06/26/2017	
Staff # 11	Met
Date of Hire: 10/16/2015	
Staff # 12	Met
Date of Hire: 03/15/2019	
Staff # 13	Met
Date of Hire: 08/07/1995	
Staff # 14	Met
Date of Hire: 08/07/2002	
Staff # 15	Met
Date of Hire: 03/14/2016	

Staff # 16 Date of Hire: 04/23/2018	Met
Staff # 17 Date of Hire: 06/16/2011	Met
Staff # 18 Date of Hire: 08/25/2014	Met
Staff # 19 Date of Hire: 08/15/2018	Met
Staff # 20 Date of Hire: 12/01/2009	Met
Staff # 21 Date of Hire: 05/01/2012	Met
Staff # 22 Date of Hire: 04/09/2002	Met
Staff # 23 Date of Hire: 05/22/2017	Met
Staff # 24 Date of Hire: 09/25/2017	Met
Staff # 25 Date of Hire: 05/24/2018	Met
Staff # 26 Date of Hire: 10/16/2018	Met
Staff # 27 Date of Hire: 04/04/2019	Met
Staff # 28 Date of Hire: 05/18/2019	Met
Staff # 29 Date of Hire: 08/15/2018	Met
Staff # 30 Date of Hire: 03/16/2000	Met

**Records Reviewed: 35****Records with Missing/Incomplete Components: 0**

Staff # 31	Met
Date of Hire: 05/06/2019	
Staff # 32	Met
Date of Hire: 08/01/2012	
Staff # 33	Met
Date of Hire: 06/14/2019	
Staff # 34	Met
Date of Hire: 05/18/2018	
Staff # 35	Met
Date of Hire: 06/26/2017	

**Staff Credentials Reviewed: 15****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)** **Met****Comment**

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit

**Comment**

Criminal record checks were observed to be complete.

**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**

Adequate supervision observed on this date.