



**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:** 8/15/2019 **VisitType:** Licensing Study

**Arrival:** 1:20 PM

**Departure:** 3:45 PM

**CCLC-50021**

**New Beginnings Child Care, LLC**

105 Lata Terrace Milledgeville, GA 31061 Baldwin County  
 (478) 454-3004 newbeginning@windstream.net

**Regional Consultant**

Valarie Musselwhite

Phone: (770) 357-9988

Fax: (678) 302-2440

valarie.musselwhite@decal.ga.gov

**Mailing Address**

105 Lata Terrace  
 Milledgeville, GA 31061

**Quality Rated:** ★ ★

<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.
08/15/2019	Licensing Study	Good Standing	
04/09/2019	Monitoring Visit	Good Standing	
10/31/2018	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-Front Left- 4's and Up		0	0	C	18	C	25	C	
Main	B- Front Right-3's	Three Year Olds	1	13	C	27	C	37	C	Snack,Outside,Nap
Main	C-Back Left-1's		0	0	C	11	C	NA	NA	
Main	D-Back Right- Infant	Infants and One Year Olds	2	11	C	13	C	NA	NA	Feeding,Nap
Total Capacity @35 sq. ft.: 69						Total Capacity @25 sq. ft.: 86				
Total # Children this Date: 24			Total Capacity @35 sq. ft.: 69			Total Capacity @25 sq. ft.: 86				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	38	C
Main	B	36	C
Main	C	38	C

**Comments**

The consultant and director discussed mixing ages, ratios, lead teacher requirements, and criminal record check rules and regulations. The consultant left a one day letter and CRC affidavit form.

Plan of Improvement: Developed This Date 08/15/2019

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.al.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.

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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.al.ga.gov](mailto:CCSRefutations@dec.al.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://dec.al.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.

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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.al.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@dec.al.ga.gov](mailto:qualityrated@dec.al.ga.gov)

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DORIS WATSON, Program Official

Date

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Valarie Musselwhite, Consultant

Date



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### Findings Report

**Date:** 8/15/2019 **VisitType:** Licensing Study

**Arrival:** 1:20 PM

**Departure:** 3:45 PM

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The following information is associated with a Licensing Study:

<b>Activities and Equipment</b>
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**591-1-1-.12 Equipment & Toys(CR)**

**Met**

**Comment**

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

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

**Met**

**Comment**

Center does not provide swimming activities.

<b>Children's Records</b>
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**Records Reviewed: 3****Records with Missing/Incomplete Components: 0**

Child # 1

Met

Child # 2

Met

Child # 3

Met

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**591-1-1-.08 Children's Records**

**Met**

**Comment**

Records were observed to be complete and well organized.

<b>Facility</b>
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**591-1-1-.06 Bathrooms****Met****Comment**

Bathrooms observed to be clean and well maintained.

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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)****Technical Assistance****Technical Assistance**

591-1-1-.25(13) - Please ensure book bags are checked daily for any potentially hazardous items.

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

591-1-1-.25(3) - The consultant observed the AC unit in the window of Classroom C to be inoperable. The director stated children are being displaced into other classrooms until the AC unit is repaired.

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

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**591-1-1-.25 Physical Plant-Structural/Mechanical****Technical Assistance****Technical Assistance**

591-1-1-.25(4) - Please ensure all classrooms remain between 65 and 85 degrees at all times. The consultant and director discussed adding more fans or ventilation.

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

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**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 an observation that four bags of trash were disposed of on the licensed playground area. It was further determined, that a large hole to the left of the blue monkey climber posed as a tripping hazard.

**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. The center will cover to hole with sand or dirt so that it is even with the surrounding grounds.

**Correction Deadline: 8/23/2019**

<b>Food Service</b>
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**591-1-1-.15 Food Service & Nutrition****Not Met****Finding**

591-1-1-.15(3) requires baby bottles and formula to be labeled with the individual child's name; supplied by the Parent daily in bottles; and refrigerated at a temperature of forty (40) degrees Fahrenheit or less. Only the current day's formula or breast milk shall be served. If formula must be provided by the Center, only commercially prepared, ready-to-feed formula shall be used. Refrigerated or frozen breast milk shall only be heated or thawed under warm running water or in a container of warm water. It was determined based on an observation and staff statement that a large container of premixed formula is provided by the parent and staff pour the formula into individual bottles as needed. It was further determined, that one child has bottles with water only and the staff mix the formula into the bottle when needed.

**POI (Plan of Improvement)**

The Center will train Staff to follow the required procedures, ensure that parents are fully informed, and will review and monitor regularly.

**Correction Deadline: 8/16/2019****Recited on 8/15/2019**

**Technical Assistance**

591-1-1-.15(5) - Please ensure any menu substitutions are notated on the menu posted at the entrance of the center.

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

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

**Met**

**Correction Deadline: 4/9/2019**

**Corrected on 8/15/2019**

**.18(1) - Correction of previous citation in that the consultant observed all milk in the refrigerators throughout the center to have current dates.**

**Health and Hygiene**

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

**Not Met**

**Finding**

591-1-1-.10(1) requires Centers first licensed after March 1, 1991, and Centers that are renovated after March 1, 1991, to provide ventilation in the diapering areas with functioning exhaust fans and a duct system or by the required amount of window space provided by operable windows when open. It was determined based on consultant's observation, that there were no operable screened windows and no exhaust in diapering rooms C-Back Left and D-Back Right.

**POI (Plan of Improvement)**

The director stated that exhaust vents will be installed in both classrooms.

**Correction Deadline: 9/30/2019**

**Recited on 8/15/2019**

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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)**

**Technical Assistance**

**Comment**

The center currently does not dispense or administer medication.

**Technical Assistance**

591-1-1-.20(5) - The consultant and director discussed Exema cream versus prescription Exema ointment, and the protocol to apply each.

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

**Policies and Procedures**

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**591-1-1-.21 Operational Policies & Procedures**

**Met**

**Correction Deadline: 4/30/2019**

**Corrected on 8/15/2019**

**.21(3) - Correction of previous citation in that the consultant observed completed fire drills since the regulatory visit.**

**Safety**

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

Center does not keep animals on premises.

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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**

Center does not participate in field trips at this time.

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**591-1-1-.36 Transportation(CR)****Technical Assistance****Technical Assistance**

591-1-1-.36 - Please ensure all car seats have the appropriate covers as required by the manufacturer.

**Technical Assistance**

591-1-1-.36(4)(a) - Please ensure the completed vehicle inspection form is kept on file for review and any repairs are notated with receipts.

**Correction Deadline: 8/20/2019****Technical Assistance**

591-1-1-.36(4)(b) - Please repair or replace the torn seats on the van with vehicle tag PRG-4163.

**Correction Deadline: 8/16/2019****Correction Deadline: 4/9/2019****Corrected on 8/15/2019****.36(7)(b) - Correction of previous citation in that the consultant observed complete emergency medical forms for all transported children.****Correction Deadline: 4/9/2019****Corrected on 8/15/2019****.36(7)(c)3. - Correction of previous citation in that the consultant observed complete documentation for transportation.****Correction Deadline: 4/9/2019****Corrected on 8/15/2019****.36(7)(d)1. - Correction of previous citation in that the consultant observed complete documentation for transportation.****Correction Deadline: 4/9/2019****Corrected on 8/15/2019****.36(7)(d)2. - Correction of previous citation in that the consultant observed complete documentation for transportation.**

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<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****Correction Deadline: 4/9/2019****Corrected on 8/15/2019****.30(1)(a)3 - Correction of previous citation in that the consultant observed all cribs to have tight fitting sheets.****Correction Deadline: 4/9/2019**

Corrected on 8/15/2019

.30(1)(b)4 - Correction of previous citation in that the consultant observed light covers available for all children.

<b>Staff Records</b>
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**Records Reviewed: 5**

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

Staff # 1	Not Met
Date of Hire: 03/05/1998	
<u>"Missing/Incomplete Components"</u>	
.31(2)(b)2.-Staff Qualifications-Education Missing	
Staff # 2	Not Met
Date of Hire: 06/16/1997	
<u>"Missing/Incomplete Components"</u>	
.31(2)(b)2.-Staff Qualifications-Education Missing	
Staff # 3	Met
Date of Hire: 01/07/1997	
Staff # 4	Not Met
Date of Hire: 02/20/2017	
<u>"Missing/Incomplete Components"</u>	
.31(2)(b)2.-Staff Qualifications-Education Missing	
Staff # 5	Not Met
Date of Hire: 08/05/2019	
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	

**Staff Credentials Reviewed: 5**

<b>591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)</b>	<b>Not Met</b>
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**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 a review of records that the center did not complete a record check application for one staff hired on August 5, 2019.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will watch the videos 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 watch the videos to ensure the CRC rules are maintained.

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



**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 a review of records that one staff hired on August 5, 2019 did not complete a comprehensive records check determination before being present at the center.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will watch the videos 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 watch the videos to ensure the CRC rules are maintained.

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

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

**Met**

**Comment**

Evidence observed of 100% of center staff certified in First Aid and CPR.

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

**Not Met**

**Correction Deadline: 4/30/2019**

**Corrected on 8/15/2019**

**.31(1)(b)2. - Correction of previous citation in that the consultant observed the director to have a Technical College Diploma.**

**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 three lead teachers did not have the educational requirements required for lead teachers and had no evidence of being enrolled in a program to obtain credentials.

**POI (Plan of Improvement)**

The CDA had expired in 2016 and staff did not review. Currently they are in the process of gaining information on the CDA process. The provider will make sure that Lead Teachers obtain the required credentials.

**Correction Deadline: 12/31/2019**

**Recited on 8/15/2019**

**Staffing and Supervision**

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

**Not Met**

**Finding**

591-1-1-.32(2) requires the Center maintain Staff:child ratios in mixed-age groups based on the age of the youngest group of children that includes more than twenty percent of the total number of children in the mixed-age group. It was determined based on an observation that one staff continuously left another staff alone in Classroom D with the ratio being 1:11 when a ratio of 2:11 was required.

**POI (Plan of Improvement)**

The Center will provide adequate staff when there is a mixed-age group.

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

Correction Deadline: 4/9/2019

Corrected on 8/15/2019

.32(7) - Correction of previous citation in that the consultant observed adequate supervision.