



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: 2/14/2020 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:45 AM **Departure:** 3:00 PM

CCLC-50130

The Mills Academy

2545 Jolly Road College Park, GA 30349 Fulton County
 (404) 768-1530 themillsacademy18@gmail.com

Regional Consultant

Princess Walton

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princess.walton@dec.al.ga.gov

Mailing Address

210 stratton pl way sw
 atlanta, GA 30331

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.
02/14/2020	Complaint Closure	Good Standing	
02/14/2020	Complaint Investigation & Monitoring Visit	Support	
07/19/2019	Incident Investigation/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-1L-Infants & 1's	Infants	2	10	C	17	C	NA	NA	Nap,Free Play
Main	B-2L- 2's	Two Year Olds	2	7	C	19	C	NA	NA	Free Play,Floor Play,Nap
Main	C-3L Back- 3's &4's	Four Year Olds	1	17	C	37	C	52	C	Free Play
Main	D-3R Back-3's, 4's & ASP	Three Year Olds	2	18	C	35	C	49	C	Free Play
Main	E- 2R-2's	Two Year Olds	2	21	C	22	C	NA	NA	Free Play
Total Capacity @35 sq. ft.: 130			Total Capacity @25 sq. ft.: 159							
Total # Children this Date: 73			Total Capacity @35 sq. ft.: 130			Total Capacity @25 sq. ft.: 159				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Large	66	C
Main	Small	12	C

Comments

The purpose of this visit is to conduct a complaint investigation and monitoring visits and to follow-up to previous visit. A one CBC letter was left with the director and owner.

Plan of Improvement: Developed This Date 02/14/2020

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/RuleAndRegulations.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

Tenisha Booker, Program Official

Date

Princess Walton, Consultant

Date



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Findings Report

Date: 2/14/2020 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:45 AM **Departure:** 3:00 PM

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The following information is associated with a Monitoring Visit:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Finding

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development. The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined, based on observation there were no lesson plans posted in any of the classrooms.

POI (Plan of Improvement)

The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

Correction Deadline: 2/17/2020

Recited on 2/14/2020

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.

Facility

591-1-1-.19 License Capacity(CR)

Met

Comment

Licensed capacity observed to be routinely met by center.

Finding

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on consultant observation that in the two-year-old classroom consultant observed a staff purse to be on the back of the chair accessible to the children. Consultant further observed a staff purse to be on the table accessible to children in the cafeteria. It was further observed that in the two-year-old classroom that a fire place that was hot to touch was accessible to children.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 2/14/2020

Finding

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on consultant observation that center had several ceiling tiles that have brown stains on them and appeared to be coming down. It was further observed in the three-year-old classroom that on the back wall at the bottom the black panel was coming down that could be a potential hazard to the children,

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 2/14/2020

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

Correction Deadline: 7/19/2019

Corrected on 2/14/2020

.26(4) - Previous citation was corrected.

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resilient. It was determined based on consultant's observation that the red and the yellow climber had less than the required six inches of resilient surface underneath.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resilience.

Correction Deadline: 2/24/2020

Correction Deadline: 7/19/2019

Corrected on 2/14/2020

.26(9) - Previous citation was corrected.

Food Service

Finding

591-1-1-.15(4) requires that a feeding chair or similar equipment designed for feeding children shall be provided for the use of each child being fed who is capable of sitting up but who is unable to sit unassisted at a table and must be cleaned with a disinfectant after each use. Such chair or similar equipment shall have a broad base to prevent tipping, a surface that the child cannot raise, a strap or other device which prevents the child from sliding out of the chair, and a feeding surface free of cracks. It was determined based on consultant observation that in the infant classroom three of the feeding chairs did not have straps.

POI (Plan of Improvement)

The Center will inspect feeding equipment to ensure it meets each of the listed criteria and to verify a feeding chair or equipment is provided for each child who requires one. The Center will train staff and monitor to ensure that the feeding equipment is cleaned with a disinfectant after each use.

Correction Deadline: 2/14/2020

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

Not Met

Finding

591-1-1-.10(7) requires Center Staff to provide liquid soap, individually dispensed single-use hand towels, single-use wash cloths, and covered storage container for soiled items. It was determined based on consultant observation that the infant and the two-year-old classroom did not have paper towels for staff and children to dry their hands.

POI (Plan of Improvement)

The Center will secure missing items listed and ensure the ongoing availability of all supplies.

Correction Deadline: 2/14/2020

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

Not Met

Finding

591-1-1-.17(12) requires that children's wet or soiled clothing be stored in individual plastic bags immediately after being removed from the child. Wet/soiled clothing was not stored as required. It was determined based on consultant observation that in the one-year-old classroom consultant observed children wet under wears to be in the sink.

POI (Plan of Improvement)

The center will provide instruction to staff regarding the sanitary storage of items.

Correction Deadline: 2/14/2020

Finding

591-1-1-.17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined that the classrooms did not have warm water. Consultant ran the water in each classroom and let the water run for approximately three minutes the water was cold.

POI (Plan of Improvement)

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 2/14/2020

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**

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

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

Complete documentation of transportation observed.

Sleeping & Resting Equipment**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Comment**

Discussed SIDS and infant sleeping position.

Finding

591-1-1-.30(1)(b) requires that cots and mats are provided for each child who is two (2) years of age or older and who is required to take a nap. and for each child under the age of two (2) years who can climb out of a crib. It was determined based on consultant observation that in the one-year-old classroom consultant observed 3 three-year-olds to be asleep on the carpet.

POI (Plan of Improvement)

The center will ensure that cots and mats are provided for each child who is two (2) years of age or older and who is required to take a nap. and for each child under the age of two years who can climb out of a crib.

Correction Deadline: 2/14/2020

Technical Assistance

591-1-1-.30(2) - Consultant discussed with the director and staff that no objects should be placed in the cribs.

Correction Deadline: 2/14/2020

Staff Records**Records Reviewed: 7****Records with Missing/Incomplete Components: 4**

Staff # 1

Not Met

Date of Hire: 01/31/2020

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Met

Staff # 3

Met

Staff # 4

Not Met

Date of Hire: 08/01/2019

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 5

Not Met

Date of Hire: 09/23/2019

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 6

Met

Date of Hire: 11/01/2018

Staff # 7

Not Met

Date of Hire: 03/19/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff Credentials Reviewed: 2

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

Not Met

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 observation that the owner was on premise without evidence of a criminal background check.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center director will 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 director will ensure the CRC rules are maintained.

Correction Deadline: 2/14/2020

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on review of staff files that one staff was present and the portability date had expired.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center director will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. 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 director will ensure CRC rules are maintained.

Correction Deadline: 2/14/2020

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 consultant's observation that three staff members did not complete the 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: 2/20/2020

Recited on 2/14/2020

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

Met

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

Staffing and Supervision

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

Not Met

Finding

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20; and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined based on consultant observation that the two-year-old classroom had a ratio of two staff and 21 two-year-olds; the required ratio is 1:10.

POI (Plan of Improvement)

The Center will hire additional Staff or reschedule current Staff to meet required Staff:child ratios and will organize children into groups that meet requirements.

Correction Deadline: 2/14/2020

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

Technical Assistance

Technical Assistance

591-1-1-.32(7) - Consultant discussed supervision with the staff and director.

Correction Deadline: 2/14/2020

The following information is associated with a Complaint Investigation Visit:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Correction Deadline: 7/19/2019

Corrected on 2/14/2020

.03(9) - Previous citation was corrected.