



**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:** 6/18/2019 **VisitType:** Initial Licensing Study **Arrival:** 8:15 AM **Departure:** 3:20 PM

**CCLC-51231**

**White Oak Learning Academy #1**

4760 Martin Road Cumming, GA 30041 Forsyth County  
 (770) 887-4466 angiec@whiteoakacademy.com

**Mailing Address**

2982 Grizzle Road  
 Dawsonville, GA 30534

**Regional Consultant**

Tamra Thomas

Phone: (770) 405-7962

Fax: (404) 591-6172

tamra.thomas@dec.al.ga.gov

**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.
06/18/2019	Initial Licensing Study	Good Standing	
			<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.

**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	One Year Olds	2	7	C	19	C	NA	NA	Diapering, Floor Play
Main	B-2L	Infants	1	5	C	13	C	NA	NA	Diapering, Floor Play
Main	C-3L	One Year Olds	1	7	C	21	C	NA	NA	Centers
Main	D-4L Back	Four Year Olds and Five Year Olds	4	20	C	20	C	NA	NA	Lunch
Main	D-4L Front	Four Year Olds and Five Year Olds	2	17	C	21	C	NA	NA	Circle Time
Main	E-L Far Back	Two Year Olds	3	17	C	26	C	NA	NA	Floor Play
Main	F-Cafeteria		0	0	C	0	C	NA	NA	
Main	G-3R Back	Six Year Olds and Over	2	19	C	23	C	NA	NA	Outside
Main	G-3R Front	Six Year Olds and Over	1	17	C	26	C	NA	NA	Outside, Transitioning
Main	H-2R	Four Year Olds	1	19	C	34	C	NA	NA	Outside
Main	I-1R	Four Year Olds	2	13	C	32	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 235			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 141			Total Capacity @35 sq. ft.: 235							
			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Playground	A-Front left	12	C

Playground	B-2L	17	C
Playground	C-3L	17	C
Playground	D-Rear left	116	C
Playground	E-Rear right	162	C
Playground	F-1Right Side	57	C

#### Comments

The purpose of the visit was to conduct a Change of Ownership. The provider was issued a License on this date.

Plan of Improvement: No Plan Developed

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

You have received permission to operate and the form received with this report is intended to serve as a temporary license which is **valid for thirty(30) days**. Your actual license/ will be emailed to you upon receipt of the licensing fee. You may pay the licensing fee either online at <http://www.dec.state.ga.us/> or by certified check or money order mailed to: Bright from the Start, 2 Martin Luther King Jr. Drive SE, Suite 670 East Tower, Atlanta, GA 30334

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/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.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)

---

Angie Carlisle , Program Official

Date

---

Tamra Thomas, Consultant

Date



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

### Findings Report

**Date:** 6/18/2019 **VisitType:** Initial Licensing Study **Arrival:** 8:15 AM **Departure:** 3:20 PM

**CCLC-51231**

**White Oak Learning Academy #1**

4760 Martin Road Cumming, GA 30041 Forsyth County  
(770) 887-4466 angiec@whiteoakacademy.com

**Mailing Address**

2982 Grizzle Road  
Dawsonville, GA 30534

**Regional Consultant**

Tamra Thomas

Phone: (770) 405-7962

Fax: (404) 591-6172

tamra.thomas@decal.ga.gov

The following information is associated with a Initial Licensing Study:

### Activities and Equipment

#### 591-1-1-.03 Activities

Met

**Comment**

591-1-1-.03(2) The consultant observed week's lesson plans on site that reflect appropriate instruction practices and activities to support children's development.

**Correction Deadline: 6/17/2019**

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

Technical Assistance

**Comment**

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

**Technical Assistance**

591-1-1-.12(4) - The consultant discussed with the provider to ensure any equipment of weight and mass is secured. The provider did not have any equipment that was not secured on this date.

**Correction Deadline: 6/17/2019**

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

Met

**Comment**

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 7**

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

Child # 1 Met

Child # 2 Met

Child # 3 Met

---

**Records Reviewed: 7****Records with Missing/Incomplete Components: 0**

---

Child # 4	Met
Child # 5	Met
Child # 6	Met
Child # 7	Met

---

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

Records were observed to be complete and well organized.

---

**Facility**

---

---

**591-1-1-.06 Bathrooms****Met****Comment**

Bathrooms observed to be clean and well maintained.

---

**591-1-1-.19 License Capacity(CR)****Met****Comment**

The provider is licensed for two-hundred and twenty-seven children capacity. The provider has requested 25 square foot approval from 11:00am-1:00pm to allow twenty-five (25) children to use the Special Use room at one given time.

---

**591-1-1-.25 Physical Plant - Safe Environment(CR)****Met****Comment**

No hazards observed accessible to children on this date. Center appears clean and well maintained.

---

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

Playground observed to be clean and in good repair. The provider is in the process of completing annual pressure washing for all play structures and will add a new layer of cement to the hard surface picnic table area. The cement areas does not pose a tripping hazard.

---

**Food Service**

---

---

**591-1-1-.15 Food Service & Nutrition****Met****Comment**

CACFP Meal Pattern Requirements effective October 1, 2017 will be implemented October 1, 2018: 3 Components for breakfast: Grains, Vegetables, Fruits or both, Milk  
5 Components for lunch – Grains, Meat/Meat alternates, Fruits, Vegetable, and Milk OR Grains, Meat/Meat alternates, 2 different types of vegetables, and Milk  
2 of 5 Components for snack

Provided Updated CACFP Infant Meal pattern and Child/Adult Meal pattern flyers.

The Crediting Handbook for the CACFP can be located on DECAL and USDA's website:

DECAL

<http://dec.al.ga.gov/CACFP/Handbook.aspx>

USDA

<http://www.fns.usda.gov/cacfp/cacfp-handbooks>

**Comment**

591-1-1-.15(2) The consultant observed updated written feeding plans for each enrolled infant.

**Correction Deadline: 6/17/2019**

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

Proper diapering procedures observed.

**Comment**

591-1-1-.10(1) The consultant discussed with the provider to ensure the exhaust fans are functioning during diapering, and as needed.

**Correction Deadline: 6/17/2019**

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

Proper hand washing observed throughout the center.

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

The provider stated medication has not been dispensed at this time. The consultant discussed proper medication documentation and procedures.

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

Field trip documentation observed to be complete. The provider had a field trip on June 13, 2019 and June 14, 2019 to the Georgia Aquarium and all paperwork was compliant.

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

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

**Comment**

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

**Sleeping & Resting Equipment****591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****Comment**

591-1-1-.30(1)(a) The provider has thirteen cribs that meet compliance with Consumer Product Safety Commission (CPSC).

**Correction Deadline: 6/27/2019**

**Staff Records**

Staff # 1	Met
Date of Hire: 01/07/2019	
Staff # 2	Met
Date of Hire: 10/27/2014	
Staff # 3	Met
Date of Hire: 08/06/2018	
Staff # 4	Met
Date of Hire: 05/05/2019	
Staff # 5	Met
Date of Hire: 08/26/2016	
Staff # 6	Met
Date of Hire: 06/03/2019	
Staff # 7	Met
Date of Hire: 07/24/2017	
Staff # 8	Met
Date of Hire: 09/14/2005	
Staff # 9	Met
Date of Hire: 02/11/2019	
Staff # 10	Met
Date of Hire: 06/30/2017	
Staff # 11	Met
Date of Hire: 07/28/2015	
Staff # 12	Met
Date of Hire: 07/30/2017	
Staff # 13	Met
Date of Hire: 09/07/2017	
Staff # 14	Met
Date of Hire: 11/09/2018	
Staff # 15	Met
Date of Hire: 06/06/2019	

Staff # 16 Date of Hire: 08/21/2000	Met
Staff # 17 Date of Hire: 02/03/2016	Met
Staff # 18 Date of Hire: 05/28/2019	Met
Staff # 19 Date of Hire: 07/07/2003	Met
Staff # 20 Date of Hire: 03/01/2011	Met
Staff # 21 Date of Hire: 04/09/2018	Met
Staff # 22 Date of Hire: 06/07/2013	Met
Staff # 23 Date of Hire: 06/10/2019	Met
Staff # 24 Date of Hire: 08/02/2010	Met
Staff # 25 Date of Hire: 01/23/2017	Met
Staff # 26 Date of Hire: 01/03/2005	Met
Staff # 27 Date of Hire: 04/19/2018	Met
Staff # 28 Date of Hire: 01/15/2014	Met
Staff # 29 Date of Hire: 11/01/2018	Met
Staff # 30 Date of Hire: 10/15/2007	Met



---

**Records Reviewed: 36****Records with Missing/Incomplete Components: 0**

---

Staff # 31 Date of Hire: 04/11/2000	Met
Staff # 32 Date of Hire: 08/26/1998	Met
Staff # 33 Date of Hire: 10/23/2018	Met
Staff # 34 Date of Hire: 12/18/2017	Met
Staff # 35 Date of Hire: 09/14/2015	Met
Staff # 36 Date of Hire: 07/27/2016	Met

---

**Staff Credentials Reviewed: 36**

---

---

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

---

**Met****Comment**

Criminal record checks were observed to be The consultant discussed with the provider to ensure staff with national background check letters are supervised by staff with a comprehensive background check clearance when they are in the presence of children.

---

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

---

**Technical Assistance****Technical Assistance**

591-1-1-.14 - The consultant observed all staff to have infant and child first aid/cpr from an online program called National CPR Foundation. The provider will follow-up to ensure a first aid/cpr class is complete that includes a face to face training module.

---

**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.

**Comment**

Staff observed to be compliant with applicable laws and regulations.

<b>Staffing and Supervision</b>
---------------------------------

---

**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. The consultant discussed with the provider to ensure when children are transitioning to and from the restroom in classroom G front and G back the Supervision Plan is followed.