



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: 1/14/2021 **VisitType:** POI Follow Up **Arrival:** 10:00 AM **Departure:** 11:15 AM

CCLC-51231

White Oak Learning Academy #1

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

Regional Consultant

Mandi Sloan

Phone: (770) 357-5097

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mandi.sloan@decal.ga.gov

Mailing Address

2982 Grizzle Road
 Dawsonville, GA 30534

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.
01/14/2021	POI Follow Up	Good Standing	
12/18/2020	Incident Investigation Closure	Good Standing	
12/15/2020	Incident 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-1L	One Year Olds	4	13	C	19	C	NA	NA	Free Play
Main	B-2L	Infants	2	9	C	13	C	NA	NA	Nap,Feeding,Flo or Play
Main	C-3L	Two Year Olds	2	11	C	21	C	NA	NA	Circle Time
Main	D-4L Back	PreK	2	20	C	20	C	NA	NA	Centers
Main	D-4L Front	PreK	2	19	C	21	C	NA	NA	Centers
Main	E-L Far Back	Two Year Olds	3	18	C	26	C	NA	NA	Outside
Main	G-3R Back	PreK	2	20	C	23	C	NA	NA	Centers
Main	G-3R Front	PreK	2	20	C	26	C	NA	NA	Circle Time
Main	H-2R	Three Year Olds	2	15	C	34	C	NA	NA	Circle Time
Main	I-1R	Three Year Olds	2	19	C	32	C	NA	NA	Outside

Total Capacity @35 sq. ft.: 253

Total Capacity @25 sq. ft.: 0

Building @35 capacity limited by Building Department

Total # Children this Date: 164

Total Capacity @35 sq. ft.: 253

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
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Comments

The purpose of today's visit was to conduct a plan of improvement follow up visit.

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

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

Angie Carlisle, Program Official

Date

Mandi Sloan, Consultant

Date



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Findings Report

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The following information is associated with a POI Follow Up:

Safety

591-1-1-.11 Discipline(CR)

Met

Correction Deadline: 12/18/2020

Corrected on 1/14/2021

.11(2) - The previous citation was corrected on this date as staff were observed not to participate in inappropriate discipline. Staff stated redirection as the program's policy for discipline. Further, staff stated that new training and on-boarding procedures have been put in to place to ensure that staff engages in appropriate discipline at all times.

Staff Records

Records Reviewed: 56

Records with Missing/Incomplete Components: 0

Staff # 1	Met
Staff # 2	Met
Date of Hire: 11/09/2018	
Staff # 3	Met
Date of Hire: 08/06/2007	
Staff # 4	Met
Date of Hire: 05/29/2019	
Staff # 5	Met
Date of Hire: 08/02/2019	

Staff # 6	Met
Staff # 7	Met
Date of Hire: 11/11/2019	
Staff # 8	Met
Date of Hire: 09/11/2020	
Staff # 9	Met
Date of Hire: 08/02/2010	
Staff # 10	Met
Date of Hire: 09/28/2020	
Staff # 11	Met
Date of Hire: 01/06/2021	
Staff # 12	Met
Date of Hire: 01/02/2015	
Staff # 13	Met
Date of Hire: 01/03/2005	
Staff # 14	Met
Date of Hire: 07/31/2017	
Staff # 15	Met
Date of Hire: 10/15/2007	
Staff # 16	Met
Date of Hire: 07/28/2015	
Staff # 17	Met
Staff # 18	Met
Staff # 19	Met
Date of Hire: 04/29/2019	
Staff # 20	Met
Date of Hire: 01/23/2017	
Staff # 21	Met
Date of Hire: 10/16/2020	
Staff # 22	Met

Date of Hire: 02/03/2016

Staff # 23 Met

Staff # 24 Met

Date of Hire: 02/11/2019

Staff # 25 Met

Staff # 26 Met

Date of Hire: 08/02/2003

Staff # 27 Met

Date of Hire: 07/27/2016

Staff # 28 Met

Staff # 29 Met

Date of Hire: 10/01/2020

Staff # 30 Met

Date of Hire: 08/06/2019

Staff # 31 Met

Date of Hire: 09/08/2020

Staff # 32 Met

Date of Hire: 09/16/2020

Staff # 33 Met

Date of Hire: 10/07/2014

Staff # 34 Met

Staff # 35 Met

Date of Hire: 09/15/2020

Staff # 36 Met

Date of Hire: 08/21/2000

Staff # 37 Met

Date of Hire: 08/26/1998

Staff # 38 Met

Date of Hire: 07/07/2003

Staff # 39 Met

Records Reviewed: 56

Records with Missing/Incomplete Components: 0

Date of Hire: 12/07/2020

Staff # 40 Met

Staff # 41 Met

Staff # 42 Met

Date of Hire: 06/22/2020

Staff # 43 Met

Staff # 44 Met

Date of Hire: 10/17/2019

Staff # 45 Met

Staff # 46 Met

Staff # 47 Met

Date of Hire: 06/17/2013

Staff # 48 Met

Date of Hire: 11/25/2020

Staff # 49 Met

Staff # 50 Met

Date of Hire: 08/26/2016

Staff # 51 Met

Staff # 52 Met

Staff # 53 Met

Date of Hire: 05/20/2019

Staff # 54 Met

Staff # 55 Met

Staff # 56 Met

Staff Credentials Reviewed: 13

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

Technical Assistance

Technical Assistance

591-1-1-.09(1) - The consultant discussed with the provider to ensure that staff person number 11 with a documented date of hire of January 6, 2021, with an national record check determination, is under the direct and constant supervision of a staff member with a comprehensive record check determination at all times until a comprehensive satisfactory record check determination is received.

Comment

Criminal record checks were observed to be complete.

Comment

Director provided one file for employees hired since the last visit conducted on December 18, 2020.

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

591-1-1-.31(13) - The consultant discussed with the provider requirements regarding the recommended use of cloth face coverings for staff due to the COVID-19 pandemic. The last guidance document was shared with the provider on this date.

Correction Deadline: 1/14/2021