



**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:** 2/18/2020    **VisitType:** Initial Licensing Study    **Arrival:** 8:40 AM    **Departure:** 2:15 PM

**CCLC-51989**

**CUC Academy**

5148 Memorial Drive Stone Mountain, GA 30083 DeKalb County  
 (470) 357-6110 shaurinad@gmail.com

**Regional Consultant**

Tamra Thomas

Phone: (770) 405-7962

Fax: (404) 591-6172

tamra.thomas@decal.ga.gov

**Mailing Address**

Same

**Quality Rated:** No

| <b>Compliance Zone Designation</b> |                         |               |
|------------------------------------|-------------------------|---------------|
| 02/18/2020                         | Initial Licensing Study | Good Standing |
| 11/07/2019                         | Initial Licensing Study | Good Standing |

**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.

**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                                   | 1st Right Technology Room      |                                   | 0                                      | 0        | C    | 0                                    | C            | NA         | NA           |             |
| Main                                   | Dance Room                     |                                   | 0                                      | 0        | C    | 0                                    | C            | NA         | NA           |             |
| Main                                   | Indoor Play Room               |                                   | 0                                      | 0        | C    | 0                                    | C            | NA         | NA           |             |
| Main                                   | Room F 2nd Middle              | Two Year Olds                     | 2                                      | 13       | C    | 17                                   | C            | NA         | NA           | Circle Time |
| Main                                   | Room A - 1st left Afterschools |                                   | 0                                      | 0        | C    | 45                                   | C            | NA         | NA           |             |
| Main                                   | Room B                         |                                   | 0                                      | 0        | C    | 21                                   | C            | NA         | NA           |             |
| Main                                   | Room C                         | Four Year Olds and Five Year Olds | 1                                      | 14       | C    | 30                                   | C            | NA         | NA           | Circle Time |
| Main                                   | Room D-4th Middle              | Three Year Olds                   | 1                                      | 13       | C    | 16                                   | C            | NA         | NA           | Circle Time |
| Main                                   | Room E-Middle 3rd right        |                                   | 0                                      | 0        | C    | 16                                   | C            | NA         | NA           |             |
| Main                                   | Room G Middle 1st Right        |                                   | 0                                      | 0        | C    | 20                                   | C            | NA         | NA           |             |
| Main                                   | Room H-2nd Right               | Infants and One Year Olds         | 1                                      | 4        | C    | 21                                   | C            | NA         | NA           | Floor Play  |
| Main                                   | Room I - 3rd right             | One Year Olds                     | 1                                      | 7        | C    | 10                                   | C            | NA         | NA           | Floor Play  |
| Main                                   | Room J                         |                                   | 0                                      | 0        | C    | 11                                   | C            | NA         | NA           |             |
| <b>Total Capacity @35 sq. ft.: 207</b> |                                |                                   |  |          |      | <b>Total Capacity @25 sq. ft.: 0</b> |              |            |              |             |
| <b>Total # Children this Date: 51</b>  |                                |                                   | <b>Total Capacity @35 sq. ft.: 207</b> |          |      | <b>Total Capacity @25 sq. ft.: 0</b> |              |            |              |             |


| Building | Playground               | Playground Occupancy | Playground Compliance |
|----------|--------------------------|----------------------|-----------------------|
| Main     | A- Preschool-Afterschool | 58                   | C                     |
| Main     | B - Basketball Court     | 12                   | C                     |
| Main     | C - Water/Soccer         | 34                   | C                     |
| Main     | D - Toddler Area         | 25                   | C                     |
| Main     | E - Infant Area          | 16                   | C                     |
| Main     | F- Golf and Hard Pad     | 20                   | C                     |

**Comments**

The purpose of the visit was to provide a change of ownership three month follow-up visit. The provider was issued the final license given the annual fire marshal inspection was provided.

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.decal.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

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.decal.ga.gov/> 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@decal.ga.gov](mailto:CCSRefutations@decal.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://decal.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.

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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Erline Pierre-Jean, Program Official

Date

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Tamra Thomas, Consultant

Date



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### Findings Report

**Date:** 2/18/2020 **VisitType:** Initial Licensing Study **Arrival:** 8:40 AM **Departure:** 2:15 PM

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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 lesson plans posted in the classrooms that were in use to support children's development.

**Correction Deadline: 2/18/2020**

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

**Met**

**Comment**

591-1-1-.12(4) The consultant did not observe any unsecured equipment that posed a hazard on this date. The provider will ensure any equipment and furniture is secured if it is of a weight or mass that could pose an injury from tipping, falling, or being pulled over.

**Correction Deadline: 2/18/2020**

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

**Met**

**Comment**

Center does not provide swimming activities. The provider will ensure children are supervised during outdoor water sprinkler play given the provider has octopus statues on playground C.

### Children's Records

**Records Reviewed: 6**

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

|           |     |
|-----------|-----|
| Child # 1 | Met |
| Child # 2 | Met |
| Child # 3 | Met |

**Records Reviewed: 6**

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

|           |     |
|-----------|-----|
| Child # 4 | Met |
| Child # 5 | Met |
| Child # 6 | Met |

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

**Met**

**Comment**

Records were observed to be complete and well organized.

**Facility**

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**591-1-1-.06 Bathrooms**

**Technical Assistance**

**Technical Assistance**

591-1-1-.06 - The consultant discussed with the provider to ensure brooms propped against the wall in the bathrooms are secured, and to remove the two plungers in classroom C restrooms.

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

**Met**

**Comment**

Licensed capacity observed to be met by center. The provider has a licensed capacity of 207.

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

**Not Met**

**Technical Assistance**

591-1-1-.25(13) - The consultant discussed with the provider to monitor the storage doors to ensure they are locked that contain hazards such as paint and to consider adding a lock to the right side hallway door given this area is not licensed for children and several rooms don't have locked doors.

**Correction Deadline: 2/18/2020**

**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 observation, classroom A had two stained ceiling tiles, and the hallway entrance to classrooms had white residue on the brown tiles.

**POI (Plan of Improvement)**

The provider will ensure the white residue is removed from the hallway floors and replace classroom A stained ceiling tiles. The center will implement a plan to keep the center in good repair that includes regular monitoring.

**Correction Deadline: 3/3/2020**

**Recited on 2/18/2020**

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

**Technical Assistance**

**Correction Deadline: 11/7/2019**

**Corrected on 2/18/2020**

**.26(4) - The provider added netting to the outside of the rod iron fence to prevent the gaps, but to ensure an entrapment is not present, the provider will move the netting to the inside on playground A, and add netting on both sides where rod iron is used to divide each playground area. The provider replaced the pad lock and has an approved lock on the back gate. The provider will monitor the fence areas ongoing to remain compliant with DECAL rules and regulations**

**Correction Deadline: 11/17/2019**

Corrected on 2/18/2020

.26(6) - The consultant observed playground F merry go round was painted and the swing chains plastic covers were replaced. The playground equipment was in good condition on this date.

**Technical Assistance**

591-1-1-.26(9) - The consultant observed fallen pine cones, sticks and pine straw on playground A and B given the hard rain this day. The provider will ensure the pine cones, sticks and fallen pine straw is removed before children have outdoor play and maintain compliance daily.

**Correction Deadline: 2/18/2020**

**Food Service**

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.15(3) - The provider will add a thermometer to classroom H refrigerator where bottles are stored to monitor the required temperature.

**Correction Deadline: 2/18/2020**

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

**Met**

**Comment**

Kitchen appears clean and well organized.

**Health and Hygiene**

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

**Met**

**Comment**

Staff state proper knowledge of diapering procedures.

**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 currently does not dispense/administer medication.

**Policies and Procedures**

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

**Met**

**Correction Deadline: 11/18/2019**

Corrected on 2/18/2020

.21(3) - The provider had the emergency drill log updated to reflect all drills required through January 2020. The provider will ensure all staff is participating in the lockdown drill given staff did not verbally confirm the January 2020 lockdown drill had been conducted.

**591-1-1-.22 Parental Access**

**Technical Assistance**

**Technical Assistance**

591-1-1-.22 - The consultant discussed with the provider to ensure a system is in place to promptly respond to granting access to the building for parents and guest during operating hours.

**Correction Deadline: 2/18/2020**

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**591-1-1-.27 Posted Notices****Met****Comment**

Observed all the posted notices to be located behind the front desk, but the provider acknowledged that parents are allowed access to review the posted notices. The provider will update the assigned director's name and the next person in charge. The provider had the Children Under Construction -Tara Blvd director name listed in KOALA as the assigned person in charge on this date.

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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.

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

591-1-1-.36(7)(c)2. - The provider stated the center was closed February 17, 2020, but the checklist was not marked as closed given the afternoon staff updates the forms. The consultant recommended that the checklist are updated prior to closing dates to ensure the forms are updated for future licensing visits.

**Correction Deadline: 2/19/2020**

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**Sleeping & Resting Equipment**

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

**Comment**

591-1-1-.30(1)(a)The provider had seventeen cribs that met Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) safety standards.

**Correction Deadline: 2/28/2020**

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**Staff Records****Records Reviewed: 7****Records with Missing/Incomplete Components: 2**

|  |         |
|--|---------|
| Staff # 1                              | Met     |
| Date of Hire: 08/01/2019               |         |
| Staff # 2                              | Met     |
| Date of Hire: 11/18/2019               |         |
| Staff # 3                              | Not Met |
| Date of Hire: 01/15/2020               |         |
| <u>"Missing/Incomplete Components"</u> |         |
| .24(1)-10 Yr. Work History Missing     |         |
| Staff # 4                              | Met     |
| Date of Hire: 07/08/2019               |         |

Staff # 5 Not Met  
 Date of Hire: 10/08/2019  
"Missing/Incomplete Components"  
 .14(2)-CPR missing,.14(2)-First Aid Missing,.24(1)-10 Yr. Work History Missing

Staff # 6 Met  
 Date of Hire: 10/23/2019

Staff # 7 Met  
 Date of Hire: 11/18/2019

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**Staff Credentials Reviewed: 2**


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

**Comment**

Criminal record checks were observed to be complete.

**591-1-1-.14 First Aid & CPR Not Met**

**Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on review of records, two staff had online CPR training cards and three staff did not have proof on file to support training was obtained.

**POI (Plan of Improvement)**

The center will ensure staff obtains the required CPR and first aid training within ninety days of hire and ensure cards are on file for future licensing visits.

**Correction Deadline: 3/19/2020**

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**591-1-1-.24 Personnel Records Not Met**

**Finding**

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on a review of records five staff did not have ten year employment history on file.

**POI (Plan of Improvement)**

The center will secure ten year history for all staff files and ensure future files are monitored for the required information.

**Correction Deadline: 3/3/2020**

**Recited on 2/18/2020**



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

Staff observed to be compliant with applicable laws and regulations.

**Comment**

591-1-1-.31(1)(a) The consultant discussed with the provider to ensure the Director who is responsible for the supervision, operation and maintenance of the center must be on the center's premises, and If the Director is absent from the Center at any time during the hours of the Center's operation, there shall be an officially designated person on the site to assume responsibility for the operation of the center. This person shall have full access to all records required to be maintained under these rules.

**Correction Deadline: 2/18/2020**

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

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

Center observed to maintain appropriate staff:child ratios.

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**591-1-1-.32 Supervision(CR)****Met****Comment**

Adequate supervision observed on this date.