



**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: 3/11/2020 **VisitType:** Monitoring Visit **Arrival:** 8:50 AM **Departure:** 12:20 PM

CCLC-799

Kids Haven - Salem Circle

141 Salem Circle Covington, GA 30016 Newton County
(770) 784-9752 donterrell@bellsouth.net

Regional Consultant

LaTanya Barber-Swift

Phone: (470) 346-1054

Fax: (678) 302-3041

latanya.barber-swift@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★

Compliance Zone Designation		
03/11/2020	Monitoring Visit	Good Standing
09/18/2019	Licensing Study	Good Standing
02/04/2019	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 Left	Infants	1	1	C	8	C	NA	NA	Nap
Main	1st Rt	Three Year Olds and Four Year Olds	2	22	C	35	C	NA	NA	Centers
Main	2nd Left	One Year Olds	2	11	C	20	C	NA	NA	Centers
Main	2nd Rt A/S Room		0	0	C	24	C	NA	NA	Not In Use
Main	3rd Left	Two Year Olds	3	11	C	26	C	NA	NA	Centers
Main	3rd Rt Pre-K	PreK	2	16	C	24	C	NA	NA	Centers, Circle Time
Main	4 Left Pre-K	PreK	2	18	C	24	C	NA	NA	Centers
Main	I Gym		0	0	C	49	C	NA	NA	Not In Use

Total Capacity @35 sq. ft.: 210

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 79

Total Capacity @35 sq. ft.: 210

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	Large Back	347	C
Main	Left-Side Back	43	C
Main	Left-Side Front	29	C
Main	Rt-Side Back	21	C
Main	Rt-Side Front	18	C

Comments

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.

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.

- 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.

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

Don Terrell, Program Official

Date

LaTanya Barber-Swift, Consultant

Date



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Findings Report

Date: 3/11/2020 **VisitType:** Monitoring Visit **Arrival:** 8:50 AM **Departure:** 12:20 PM

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The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Met

Comment

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

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

N/A

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.

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

Technical Assistance

Technical Assistance

591-1-1-.25(8) - The consultant discussed with the provider to ensure that the electrical outlet in the three-year-old classroom had protective caps.

Correction Deadline: 3/11/2020

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

Met

Correction Deadline: 9/18/2019

Corrected on 3/11/2020

.26(9) - The previous citations were corrected on this date. There were no active ant beds on the playground. In addition, there were no weeds on the playground.

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

Correction Deadline: 9/18/2019

Corrected on 3/11/2020

.20(4) - The previous citation was corrected on this date. There was no medication in the children's backpacks.

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) N/A

Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Comment

Pleasant naptime environment observed.

Staff Records

Records Reviewed: 16

Records with Missing/Incomplete Components: 3

Staff # 1 Met

Date of Hire: 01/03/2012

Staff # 2 Met

Date of Hire: 10/21/2019

Staff # 3 Not Met

Date of Hire: 02/18/2019

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Met

Date of Hire: 05/09/2018

Staff # 5 Met

Records Reviewed: 16**Records with Missing/Incomplete Components: 3**

Staff # 6 Date of Hire: 07/22/2016	Met
Staff # 7 Date of Hire: 09/23/1997	Met
Staff # 8 Date of Hire: 02/03/1994	Met
Staff # 9 Date of Hire: 10/03/2016	Met
Staff # 10 Date of Hire: 04/24/2006	Met
Staff # 11 Date of Hire: 01/05/2004	Met
Staff # 12 Date of Hire: 07/18/2016	Met
Staff # 13 Date of Hire: 03/26/2001 <u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing	Not Met
Staff # 14 Date of Hire: 12/18/2017	Met
Staff # 15 Date of Hire: 12/01/2014 <u>"Missing/Incomplete Components"</u> .31(2)(b)2.-Staff Qualifications-Education Missing	Not Met
Staff # 16 Date of Hire: 09/01/1991	Met

Staff Credentials Reviewed: 2

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

Director provided five files for employees hired since last visit.

591-1-1-.14 First Aid & CPR	Not Met
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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 a review of staff files that staff #28, hired on February 19, 2018, did not have evidence of having completed first aid and CPR within 90 days of their hire date.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 3/25/2020

Recited on 3/11/2020

591-1-1-.33 Staff Training**Not Met**

Correction Deadline: 9/18/2019

Corrected on 3/11/2020

.33(1) - The previous citation was corrected on this date. The staff had documentation of orientation.

Finding

591-1-1-.33(3) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on a review of staff files that staff #3 hired on February 18, 2019, did not complete the health and safety orientation training within the first 90 days of employment.

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 and will ensure that the training includes all required components as required.

Correction Deadline: 4/8/2020

591-1-1-.31 Staff(CR)**Not Met****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 staff files that staff #21 and staff #24 were lead teachers and did not meet the minimum academic requirements.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience. Director will ensure that all lead teachers missing a credential complete a professional development plan and place it in their file.

Correction Deadline: 8/11/2020

Recited on 3/11/2020

Staffing and Supervision

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.