



**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:** 2/12/2018    **VisitType:** Licensing Study    **Arrival:** 11:40 AM    **Departure:** 3:30 PM

**CCLC-988**

**Kids 'R Kids #20**

20 Satellite Blvd. Suwanee, GA 30024 Gwinnett County  
 (770) 945-8400 kidsrk2@bellsouth.net

**Regional Consultant**

Stacy Whitten

Phone: (770) 405-7920

Fax: (404) 478-8021

stacy.whitten@dec.al.ga.gov

**Mailing Address**

Same

**Quality Rated:** No

<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.  <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.
02/12/2018	Licensing Study	Good Standing	
11/13/2017	Complaint Closure	Good Standing	
11/13/2017	Complaint 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	Infants	1	5	C	16	C	NA	NA	Nap, Floor Play
Main	B-2L	Infants and One Year Olds	1	5	C	15	C	NA	NA	Nap, Transitioning
Main	C-3L	One Year Olds	1	5	C	16	C	NA	NA	Nap, Transitioning
Main	D-Dining		0	0	C	24	C	33	C	
Main	E-Middle	Four Year Olds	2	17	C	27	C	38	C	Nap, Transitioning
Main	F-Pre-K Left Side (gym)	PreK	2	20	C	32	C	NA	NA	Transitioning
Main	G-Pre-K right side (gym)	PreK	2	23	C	20	NC	NA	NA	Transitioning
Main	H-1R	One Year Olds	1	8	C	22	C	NA	NA	Nap, Transitioning
Main	I-2R	Two Year Olds	1	9	C	22	C	NA	NA	Transitioning, Nap
Main	J-3R	Two Year Olds and Three Year Olds	2	10	C	22	C	NA	NA	Transitioning, Nap
Main	K-4R	Three Year Olds	2	17	C	22	C	NA	NA	Transitioning
Main	L-5R	PreK	2	20	C	22	C	NA	NA	Transitioning

	Total Capacity @35 sq. ft.: 260	Total Capacity @25 sq. ft.: 280
Total # Children this Date: 139	Total Capacity @35 sq. ft.: 260	Total Capacity @25 sq. ft.: 280


Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A-left front	64	C
Main	Playground B- Left Back	104	C
Main	Playground C-Right Back	26	C
Main	Playground D-Right Front	44	C

**Comments**

The purpose of this visit was to conduct a Licensing Study. A one day letter was left at today's visit.

Plan of Improvement: Developed This Date 02/12/2018

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).



**Reminder:** All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit [www.decalkoala.com](http://www.decalkoala.com). You are encouraged not to wait and to complete the process as soon as possible.

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](mailto: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). Sign up for Quality Rated by June 30, 2018 in order to be eligible to receive a bonus package.

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)

---

Sanam Mirghahari, Program Official

Date

---

Stacy Whitten, 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:** 2/12/2018    **VisitType:** Licensing Study    **Arrival:** 11:40 AM    **Departure:** 3:30 PM

**CCLC-988****Kids 'R Kids #20**

20 Satellite Blvd. Suwanee, GA 30024 Gwinnett County  
(770) 945-8400 kidsrk2@bellsouth.net

**Mailing Address**  
Same

**Regional Consultant**

Stacy Whitten

Phone: (770) 405-7920

Fax: (404) 478-8021

stacy.whitten@decal.ga.gov

The following information is associated with a Licensing Study:

**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-.06 Bathrooms****Technical Assistance****Technical Assistance**

Consultant discussed with the provider to remove the basket tied with yarn in classroom 1R, which could become a strangulation hazard if accessible to children.

**Comment**

Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

**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)****Not Met****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 observation that there were two spray bottles of cleaner stored under the sink in an unlocked cabinet in classroom 3R which was accessible to children. The laundry room, where cleaning products were stored, had an unlocked door in the cafe' area, making these items 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: 2/12/2018**

---

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

**Technical Assistance**

Consultant discussed with Provider to monitor all PVC pipes on the playground and repair or close as needed, as they are starting to separate from each other in areas.

**Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute.

---

**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**

Staff were observed to remind children to wash hands.

---

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

**Comment**

Documentation for medication dispensing observed complete.

---

**Safety**

---

**591-1-1-.05 Animals** **Met**

**Comment**

Center does not keep animals on premises.

---

**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**

Center does not participate in field trips at this time.

---

**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.

**Comment**

Pleasant naptime environment observed.

**Finding**

591-1-1-.30(2)(c) requires that infants shall not sleep in equipment other than safety-approved cribs, such as, but not limited to, a car safety seat, bouncy seat, highchair, or swing. Infants who arrive at the Center asleep or fall asleep in such equipment, on the floor or elsewhere, shall be transferred to a safety-approved crib. It was determined based on an observation that an infant was sleeping in a swing for over thirty minutes.

**POI (Plan of Improvement)**

The Center will only place infants in safe cribs to sleep and will transfer them to a safe crib when the infants are asleep in other equipment.

**Correction Deadline: 2/12/2018**

<b>Staff Records</b>
----------------------

**Records Reviewed: 32**

**Records with Missing/Incomplete Components: 9**

Staff # 1	Met
Date of Hire: 01/28/2018	
Staff # 2	Met
Date of Hire: 08/12/2016	
Staff # 3	Met
Date of Hire: 01/22/2018	
Staff # 4	Not Met
Date of Hire: 10/18/2017	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 5	Not Met
Date of Hire: 02/09/2015	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 6	Met
Date of Hire: 02/07/2018	
Staff # 7	Met
Date of Hire: 09/18/2017	
Staff # 8	Not Met
Date of Hire: 08/05/2002	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 9	Met
Date of Hire: 02/08/2018	
Staff # 10	Met

Date of Hire: 11/01/1992

Staff # 11 Met

Date of Hire: 10/18/2017

Staff # 12 Not Met

Date of Hire: 02/13/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 01/07/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14 Met

Date of Hire: 10/09/2017

Staff # 15 Met

Date of Hire: 08/03/2015

Staff # 16 Met

Date of Hire: 10/12/2017

Staff # 17 Met

Date of Hire: 08/03/2016

Staff # 18 Met

Date of Hire: 01/23/2018

Staff # 19 Met

Date of Hire: 08/22/2016

Staff # 20 Met

Date of Hire: 01/31/2018

Staff # 21 Met

Date of Hire: 06/14/2016

Staff # 22 Met

Date of Hire: 01/10/2018

Staff # 23 Met

Date of Hire: 07/01/2016

**Records Reviewed: 32****Records with Missing/Incomplete Components: 9**

Staff # 24 Date of Hire: 05/22/2008	Met
Staff # 25 Date of Hire: 08/07/2017 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	Not Met
Staff # 26 Date of Hire: 06/23/2010	Met
Staff # 27 Date of Hire: 08/19/2015	Met
Staff # 28 Date of Hire: 08/01/2013	Met
Staff # 29 Date of Hire: 07/24/2017 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training,.33(3)-Health & Safety Certificate	Not Met
Staff # 30 Date of Hire: 08/15/2016	Met
Staff # 31 Date of Hire: 05/05/2017 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	Not Met
Staff # 32 Date of Hire: 01/18/2018 <u>"Missing/Incomplete Components"</u> .09-Criminal Records Check Missing	Not Met

**Staff Credentials Reviewed: 32****591-1-1-.09 Criminal Records Check(CR)****Not Met****Comment**

Director provided 18 file(s) for employees hired since last visit.



**Finding**

591-1-1-.09(1)(d) requires each Employee and Center Director hired on or after January 1, 2014 to have a satisfactory Fingerprint Records Check Determination with a Records Check Clearance date that is within 12 months of their hire date. In order for the Department to issue a satisfactory Fingerprint Records Check Determination, each Employee and Director must submit both a Fingerprint Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that an employee with a satisfactory local criminal records check did not have evidence of completing a final criminal records check as required.

**POI (Plan of Improvement)**

The Center will ensure that each director and employee hired after January 1, 2014 has a satisfactory Fingerprint Records Check Determination dated within 12 months of the hire date and will submit the required documents to obtain the determination if they have not already done so.

**Correction Deadline: 2/12/2018**

**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 a review of records that six out of 32 employees did not have evidence of completing the required Health and Safety Training Orientation.

**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: 3/14/2018**

**Finding**

591-1-1-.33(6) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers to attend ten (10) clock hours of training which is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on a review of records that seven out of 32 employees did not have evidence of completing the required 10 hours of annual training for 2017.

**POI (Plan of Improvement)**

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

**Correction Deadline: 3/14/2018**

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

Lead staff education requirements are met.

**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**

Staff observed to provide direct supervision and be attentive to children's needs.