



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

Cover Sheet

Date: 4/1/2022 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 10:50 AM **Departure:** 3:50 PM

CCLC-29930

Inverness Child Development Center

300 Inverness Avenue McDonough, GA 30253 Henry County
 (770) 288-2422 inverness@invcdc.com

Regional Consultant

April Brown

Phone: (770) 357-5101
 Fax: (770) 357-5102
 april.brown@dec.al.ga.gov

Mailing Address
 Same

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.
04/01/2022	Complaint Investigation & Licensing Study	Good Standing	
11/23/2021	Monitoring Visit	Good Standing	
02/17/2021	Licensing Study	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	Room A - 1st Left	Infants and One Year Olds	1	5	C	12	C	NA	NA	Snack, Diapering
Main	Room B - 2nd Left	Two Year Olds	1	11	NC	21	C	NA	NA	Outside
Main	Room C - 3rd Left	One Year Olds	1	8	C	12	C	NA	NA	Lunch
Main	Room D - 4th Left	Four Year Olds	1	16	C	20	C	NA	NA	Outside
Main	Room E - 5th Left	Two Year Olds	1	12	NC	20	C	NA	NA	Lunch
Main	Room F - 3rd Right	Three Year Olds	1	13	C	20	C	NA	NA	Lunch
Main	Room G - 2nd Right	GA PreK	2	14	C	30	C	NA	NA	Lunch
Main	Room H - 1st Right		0	0	C	27	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 162			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 79			Total Capacity @35 sq. ft.: 162							
			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A - 6 weeks-23 months	13	C
Main	Playground B - 2-5 Year Olds	23	C
Main	Playground C - School Age	59	C

Comments

Plan of Improvement: Developed This Date 04/01/2022

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



Important Quality Rated/CAPS Update:

As January 1, 2022, child care providers must be Quality Rated to receive Childcare and Parent Services (CAPS). Newly licensed, or new to CAPS providers may be eligible for the new CAPS/QR Provisional Status, allowing for scholarships while working toward a star rating.

Contact the Quality Rated help desk at 855-800-7747 or qualityrated@decal.ga.gov for more information. Free technical assistance is available!

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), do the following:

- 1) Log into DECAL KOALA www.decalkoala.com with the userid for your program
- 2) On the home page scroll down to the Inspection Reports and select 'Refute Citation' for the visit report in dispute
- 3) Select the specific rule number(s) that you are refuting, add the reason for disagreement regarding the rule citation, and upload supporting documentation
- 4) Submit the refutation in DECAL KOALA to Child Care Services (CCS) within 10 business days of the completion date.

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)

Sharon Gray, Program Official

Date

April Brown, 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: 4/1/2022 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 10:50 AM **Departure:** 3:50 PM

CCLC-29930**Inverness Child Development Center**

300 Inverness Avenue McDonough, GA 30253 Henry County
(770) 288-2422 inverness@invcdc.com

Mailing Address
Same

Regional Consultant

April Brown

Phone: (770) 357-5101
Fax: (770) 357-5102
april.brown@decal.ga.gov

The following information is associated with a Licensing Study Visit:

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

Met

Comment

Equipment and furniture observed to be properly secured, as applicable on this date.

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

N/A

Comment

Center does not provide swimming activities at this time.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

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

Met

Comment

Parent authorizations obtained and completed on this date.

Comment

Records were observed to be complete and well organized on this date.

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

Licensed capacity observed to be met by the center on this date.

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 that the following hazards were present:

- * In the third left classroom, adult scissors, plastic bags, lysol wipes, baby wipes and butt paste which were labeled, "keep out of reach of children" were present in an unlocked cabinet under the diaper changing table.
- * In the fourth left and fifth left classrooms, baby wipes, labeled, "keep out of reach of children" were observed in an unlocked cabinet under the diaper changing table.
- * In the fourth left classroom, microband spray, labeled, "keep out of reach of children" was located on top of the cubby area. Additionally, hanging cords were surround the computer monitor which was accessible to children in care.
- * In the second left classroom, a toilet brush was observed in the bathroom accessible to children in care.
- * In the third right classroom, an unlocked closet contained a staff member's purse, accessible to children in care.

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: 4/1/2022

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 that the following were not in good repair:

- * In the first right classroom, the borders surrounding the back walls were detached from the wall and chipped paint was observed throughout the walls of the classroom.
- * In the second left classroom, the borders surrounding the walls in the bathroom were detached from the wall.
- * In the fourth left classroom, the borders surrounding the left back wall were detached from the wall.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 4/29/2022

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

Playgrounds were observed to be clean and in good repair on this date.

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

Center menu meets USDA guidelines on this date. Consultant discussed new revision to restricted food rule which states: Foods that are associated with young children's choking incidents, such as, but not limited to, peanuts, hot dogs, raw carrots, popcorn, fish with bones, cheese cubes, grapes and any other food that is of similar shape and size of the trachea/windpipe shall not be served to the children less than four (4) years of age. Children older than four (4) years of age may be served these foods provided that the foods are cut in such a way as to minimize choking.

591-1-1-.18 Kitchen Operations	Met
---------------------------------------	------------

Comment

Kitchen appears clean and well organized on this date.

Health and Hygiene

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

Comment

Hand washing requirements for diapering were discussed with the director on this date.

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

Comment

Staff were observed to remind children to wash hands on this date.

591-1-1-.20 Medications(CR)	N/A
------------------------------------	------------

Comment

The center currently does not dispense or administer medication per the director on this date.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures	Not Met
--	----------------

Finding

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined the center did not conduct lock down drills every six months as required for 2021.

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 4/29/2022

591-1-1-.29 Required Reporting	Met
---------------------------------------	------------

Comment

Discussed reporting requirements with the director on this date.

Safety

591-1-1-.05 Animals	N/A
----------------------------	------------

Comment

Center does not keep animals on premises at this time.

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

Comment

Age-appropriate discussion and redirection observed on this date.

591-1-1-.13 Field Trips(CR)	N/A
------------------------------------	------------

Comment

Center does not participate in field trips at this time.

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

Comment

A current and completed inspection was observed for the vehicle used in transporting children on this date. Vehicle with tag number ending in U4291 was completed on September 4, 2021.

Comment

Complete documentation of transportation observed from routine school transportation from March 21, 2022 through April 1, 2022.

Comment

Paperwork and checklists were discussed with the director on this date. Please ensure the tag number is listed on the checklist form and complete times are documented as required.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping with the director on this date.

Staff Records

Records Reviewed: 16**Records with Missing/Incomplete Components: 1**

Staff # 1	Met
Date of Hire: 08/22/2016	
Staff # 2	Met
Date of Hire: 09/16/2020	
Staff # 3	Not Met
Date of Hire: 11/22/2021	
<u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate	
Staff # 4	Met
Date of Hire: 02/04/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 5	Met
Date of Hire: 01/18/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 6	Met
Date of Hire: 01/17/2021	
Staff # 7	Met
Date of Hire: 06/29/2021	
Staff # 8	Met
Date of Hire: 03/28/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 9	Met
Date of Hire: 04/04/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 10	Met

Records Reviewed: 16**Records with Missing/Incomplete Components: 1**

Date of Hire: 03/28/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 11

Met

Date of Hire: 12/03/2021

Staff # 12

Met

Date of Hire: 04/05/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 13

Met

Date of Hire: 03/21/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 14

Met

Date of Hire: 02/22/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 15

Met

Date of Hire: 03/08/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 16

Met

Date of Hire: 01/12/2022

Reminder - Health & Safety training is required within 90 calendar days of hired**Staff Credentials Reviewed: 3****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Criminal record checks were observed to be complete on this date.

Comment

Director provided 11 files for employees hired since the last visit which was completed on November 23, 2021.

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

Evidence observed of 50% of center staff certified in First Aid and CPR on this date.

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

Documentation was observed of required annual staff training for 2021 on this date.

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 one staff member did not complete the 10 Hour Health and Safety training within 90 days of employment as required.

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: 5/1/2022

Comment

The four hour nutrition training was completed by the director and assistant director. The cook resigned on March 28, 2022.

Correction Deadline: 5/1/2022

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

Staff observed to be compliant with applicable laws and regulations on this date.

Technical Assistance

Please ensure the center has qualified and sufficient direct-care, clerical, housekeeping, maintenance and other employees to ensure full compliance with these rules without neglecting the supervision of children as required.

Correction Deadline: 4/1/2022

Technical Assistance

Please ensure that newly hired teachers possess the educational and qualifying child care experience requirements and they must enroll in a program of study to obtain one of the educational credentials and qualifying experience requirements as required by these rules within six months after employment at the Center and complete the credential or degree within 18 months after enrollment.

Correction Deadline: 4/1/2022

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR)**Not Met****Finding**

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20; and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined the center did not maintain appropriate staff:child ratios in that the second left, two-year-old classroom had a staff:child ratio of 1:11 instead of 1:10. Additionally, the fifth left, two-year-old classroom had a staff:child ratio of 1:12 instead of 1:10 which was required.

POI (Plan of Improvement)

The Center will hire additional Staff or reschedule current Staff to meet required Staff:child ratios and will organize children into groups that meet requirements.

Correction Deadline: 4/1/2022

591-1-1-.32 Supervision(CR)**Technical Assistance****Technical Assistance**

Adequate supervision observed on this date. Consultant discussed new revision to the supervision rule which states: Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger.