



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: 12/12/2022 **VisitType:** Complaint Investigation Follow Up **Arrival:** 3:55 PM **Departure:** 4:55 PM

CCLC-36782

Future Leaders Christian Academy Jonesboro

354 West Ave. Jonesboro, GA 30236 Clayton County
 (770) 471-4515 jonesboro@futureleadersflca.com

Regional Consultant

Twantaye Compton

Phone: (770) 357-1660

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twantaye.compton@dec.al.gov

Mailing Address
 Same

Quality Rated: ★

Compliance Zone Designation		
12/12/2022	Complaint Investigation Follow Up	Good Standing
12/02/2022	Licensing Study	Good Standing
06/13/2022	Complaint Closure	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
Bldg. II	G-Downstairs		0	0	C	26	C	NA	NA	Not In Use
Bldg. II	H-Gym		0	0	C	42	C	NA	NA	Not In Use
Bldg. II	I-Upstairs		0	0	C	28	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 85						Total Capacity @25 sq. ft.: 0		Building @35 capacity limited by Heath Department Limitations		
Main	A-1L Infants	Infants and One Year Olds and Five Year Olds	2	7	NC	16	C	NA	NA	Homework,Nap
Main	B-2L Toddlers	One Year Olds	1	10	NC	17	C	NA	NA	Free Play,Floor Play
Main	C-3L Toddlers		0	0	C	20	C	NA	NA	Not In Use
Main	D-1R Toddlers	Two Year Olds	2	13	C	31	C	NA	NA	Centers,Free Play
Main	F-Downstairs	Six Year Olds and Over	3	38	NC	53	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 137						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 68			Total Capacity @35 sq. ft.: 222			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Left-Toddler	40	C
Main	Middle Back	37	C
Main	Right	261	C

Comments

The investigation remains open on this date, pending additional information. Upon completion the finding will be reviewed with the provider and a final copy of the report will be sent.

The purpose for today's visit was to conduct a CIFU on this date. Consultant provided technical assistance in the area of criminal background checks and portability. Consultant provided the Director with a list of current staff and advised to check each person on the list for portability and criminal background checks. The Signed Verification of Background Check Video Units Affidavit was submitted by the center director. Center director acknowledged watching the video and had no questions regarding criminal background checks or portability requirements.

Plan of Improvement: No Plan Developed 01/01/0001

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



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@dec.state.ga.us 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)

Ashley Williams, Program Official

Date

Twantaye Compton, Consultant

Date



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Findings Report

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The following information is associated with a Complaint Investigation Follow Up:

Facility

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

Defer

Defer

Deferred until next regulatory visit.

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: 12/2/2022

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

Defer

Defer

The fence latch was observed to be closed, latched and locked on this date.

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

Correction Deadline: 12/30/2022

Food Service

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

Defer

Defer

Deferred until next regulatory visit.

POI (Plan of Improvement)

The Center Director will develop and implement a plan to obtain and post the completed feeding plan as part of the enrollment process and to have parents update the plans on a regular basis that will include center staff involved with enrollment and those working in the infant classrooms.

Correction Deadline: 12/2/2022

Defer

Deferred until next regulatory visit.

POI (Plan of Improvement)

The Center will train Staff and monitor food served and accessible to children to ensure that the food does not present a choking hazard.

Correction Deadline: 12/2/2022

Health and Hygiene

591-1-1-.07 Children's Health

Met

Correction Deadline: 12/2/2022

Corrected on 12/12/2022

Infant safe sleeping was observed on this date.

Sleeping & Resting Equipment

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

Defer

Defer

Deferred until next regulatory visit.

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: 12/2/2022

Staff Records

Records Reviewed: 31

Records with Missing/Incomplete Components: 1

Staff # 1	Met
Date of Hire: 08/11/2020	
Staff # 2	Met
Staff # 3	Met
Date of Hire: 09/26/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 4	Met
Date of Hire: 08/20/2020	
Staff # 5	Met
Staff # 6	Met
Staff # 7	Met
Date of Hire: 11/21/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 8	Met

Staff # 9	Met
Date of Hire: 09/28/2020	
Staff # 10	Met
Date of Hire: 09/05/2014	
Staff # 11	Met
Staff # 12	Met
Date of Hire: 06/19/2019	
Staff # 13	Met
Date of Hire: 10/10/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 14	Met
Staff # 15	Met
Date of Hire: 10/19/2020	
Staff # 16	Met
Staff # 17	Met
Staff # 18	Met
Staff # 19	Met
Staff # 20	Met
Staff # 21	Met
Date of Hire: 08/04/2020	
Staff # 22	Met
Staff # 23	Met
Staff # 24	Met
Staff # 25	Met
Staff # 26	Met
Staff # 27	Not Met
Date of Hire: 08/05/2016	

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing

Records Reviewed: 31**Records with Missing/Incomplete Components: 1**

Staff # 28 Met
Date of Hire: 12/05/2027 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 29 Met

Staff # 30 Met

Staff # 31 Met

Staff Credentials Reviewed: 4

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

Staff files will be reviewed during the next regulatory visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will [] to ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will [] to ensure the CRC rules are maintained.

Correction Deadline: 12/2/2022**Defer**

Staff files will be reviewed during the next regulatory visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will [] to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will [] to ensure the CRC rules are maintained.

Correction Deadline: 12/5/2022**Defer**

Staff files will be reviewed during the next regulatory visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will [] to ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will [] to ensure CRC rules are maintained.

Correction Deadline: 12/2/2022**Defer**

Staff files will be reviewed during the next regulatory visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will [] to ensure that each Director, Employee and Provisional Employee has a Comprehensive Records Check Determination on file that has been issued within the past five years. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will [] to ensure CRC rules are maintained.

Correction Deadline: 12/9/2022

591-1-1-.24 Personnel Records

Defer

Defer

Deferred until next regulatory visit.

POI (Plan of Improvement)

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 12/7/2022

591-1-1-.33 Staff Training

Defer

Defer

Deferred until next regulatory visit.

POI (Plan of Improvement)

The Center will schedule food preparation training, as required, and follow up to ensure the training is completed.

Correction Deadline: 12/30/2022

591-1-1-.31 Staff(CR)

Defer

Defer

Deferred until next regulatory visit.

POI (Plan of Improvement)

The Center will inform Provisional Employee(s) of the rules for Child Care Learning Centers and the Center's policies and procedures for the age group for which they will be providing care and provide documentation of this.

Correction Deadline: 12/2/2022