



**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:** 3/31/2022 **VisitType:** Licensing Study

**Arrival:** 11:15 AM **Departure:** 12:45 PM

**CCLC-33146**

**Creative Achievers Learning Academy**

5965 Pamela Drive Rex, GA 30273 Clayton County  
 (770) 756-9663 creative.achievers@yahoo.com

**Regional Consultant**

Glecia Carter

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 glecia.carter@dec.al.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** ★

<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.
03/31/2022	Licensing Study	Good Standing	
01/24/2022	Complaint Closure	Good Standing	
12/01/2021	Complaint Investigation & Monitoring Visit	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
Building 2	School Age		0	0	C	25	C	NA	NA	
Total Capacity @35 sq. ft.: 25			Total Capacity @25 sq. ft.: 119							
Building 3 Infant Zone	Back Room 3	One Year Olds	2	10	C	17	C	NA	NA	Nap
Building 3 Infant Zone	Front Room 1	Infants	1	5	C	5	C	NA	NA	Nap
Building 3 Infant Zone	Middle Room 2		0	0	C	7	C	NA	NA	
Total Capacity @35 sq. ft.: 29			Total Capacity @25 sq. ft.: 119							
Main	1st L 3 Yr olds	Three Year Olds	1	15	C	16	C	22	C	Nap, Transitioning
Main	1st Right Infant	Two Year Olds	1	5	C	11	C	NA	NA	Nap
Main	2nd Left 2 Yr olds	Two Year Olds	1	9	C	14	C	NA	NA	Nap
Main	Back 4 Yr old (A/S)	Four Year Olds	1	17	C	24	C	33	C	Nap, Transitioning
Total Capacity @35 sq. ft.: 65			Total Capacity @25 sq. ft.: 119							
Total # Children this Date: 61			Total Capacity @35 sq. ft.: 119			Total Capacity @25 sq. ft.: 119				

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG A	127	C
Main	PG B	23	C

#### Comments

Plan of Improvement: Developed This Date 03/31/2022

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.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](mailto: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](http://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)

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Tonya Scott, Program Official

Date

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Glecia Carter, Consultant

Date



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### Findings Report

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The following information is associated with a Licensing Study:

### Activities and Equipment

**591-1-1-.03 Activities**

**Technical Assistance**

**Technical Assistance**

Discussed outdoor time with the Director.

**Correction Deadline: 3/31/2022**

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

**Not Met**

**Finding**

591-1-1-.12(4) requires that equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over. It was determined based on observation that there were hanging cords from a television and white small fan in the Second-Left Two-Year-Olds Room, a hanging cord from a plugged socket in the Four Year Olds Room and a hanging cord from a mounted tv and unsecured humidifier in the Infant Room #2 in the Infant Zone.

**POI (Plan of Improvement)**

The Center will ensure that the identified equipment or furniture and any other such existing or future items are secured adequately and will have a system for checking these for stability.

**Correction Deadline: 3/31/2022**

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

**Met**

**Comment**

Center does not provide swimming activities.

### Children's Records

**Records Reviewed: 5**

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

Child # 1

Met

Child # 2

Met

**Records Reviewed: 5****Records with Missing/Incomplete Components: 0**

Child # 3	Met
Child # 4	Met
Child # 5	Met

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

Parent authorizations obtained/completed.

**Facility****591-1-1-.06 Bathrooms****Technical Assistance****Technical Assistance**

Discussed ensuring bathrooms are checked after the use of each child with the Director.

**Correction Deadline: 4/30/2022****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****Comment**

Please be mindful to keep items that pose a hazard inaccessible to children.

**Comment**

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

**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 was A & D Ointment Cream stored in a bag in the 1st Right One-Year Olds Room. In the 2nd Right Two-Year-Olds Room, there was a staff's bag stored low in the bathroom accessible to children and In the 2nd right Room in the Baby Zone, there were cleaning supplies stored low in an unlocked cabinet.

**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: 3/31/2022****591-1-1-.26 Playgrounds(CR)****Not Met****Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on observation that the following hazards existed on the playground: The Red and Blue Merry-Go-Round consisted of chipping paint, The Big Swing Set had three hanging chains at the top frame from each swing in the middle of the Playground, The Swing Set on the far back was missing a swing,

**POI (Plan of Improvement)**

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

**Correction Deadline: 4/10/2022****Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that there was inadequate resilient surface under the Swing Sets, Climbing Bars, Blue and Yellow Slide, and Yellow, Green and Red Slide on the Main Playground.

**POI (Plan of Improvement)**

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

**Correction Deadline: 4/10/2022****Finding**

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that there were branches and excessive leaves on the Playground.

**POI (Plan of Improvement)**

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 3/31/2022**

<b>Food Service</b>
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**591-1-1-.15 Food Service & Nutrition****Met****Comment**

Please ensure that bottles are covered and fully labeled with child's full name.

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

Kitchen appears clean and well organized.

<b>Health and Hygiene</b>
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**591-1-1-.10 Diapering Areas & Practices(CR)****Technical Assistance****Technical Assistance**

Hand washing requirements for diapering in the Two-Year-Olds Room were discussed with the director on this date.

**Comment**

Staff state proper knowledge of diapering procedures.

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

Please ensure lids remain on trash cans.

**Comment**

Proper hand washing observed throughout the center.

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

The Provider currently does not dispense/administer medication.

<b>Policies and Procedures</b>
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**591-1-1-.27 Posted Notices****Met****Comment**

Observed all required posted notices.

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

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

**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)****Not Met****Finding**

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined based on observation that the interior on the 4th right back seat on Bus#1 PTE5347 was torn with exposed foam.

**POI (Plan of Improvement)**

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

**Correction Deadline: 4/1/2022**

**Sleeping & Resting Equipment****591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Finding**

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on observation there were four cribs with loose-fitting sheets in Infant Room#1 in the Infant Zone.

**POI (Plan of Improvement)**

The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

**Correction Deadline: 3/31/2022**

**Staff Records****Records Reviewed: 11****Records with Missing/Incomplete Components: 0**

Staff # 1

Met

Staff # 2

Met

Date of Hire: 11/06/2014

Staff # 3

Met

**Records Reviewed: 11****Records with Missing/Incomplete Components: 0**

Date of Hire: 08/05/2019

Staff # 4

Met

Date of Hire: 12/17/2019

Staff # 5

Met

Staff # 6

Met

Date of Hire: 06/14/2021

Staff # 7

Met

Date of Hire: 08/04/2014

Staff # 8

Met

Date of Hire: 08/30/2016

Staff # 9

Met

Date of Hire: 06/18/2021

Staff # 10

Met

Staff # 11

Met

**Staff Credentials Reviewed: 3****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Technical Assistance****Technical Assistance**

Discussed Criminal Background checks with the Director. Please ensure that applicants/staff are listing exact dates (including month/day/year) on 10 year work history form in order to determine any breaks in service from the child care industry.

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

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

**591-1-1-.33 Staff Training****Met****Comment**

Discussed staff training. Please obtain required documentation.

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

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

**Staffing and Supervision****591-1-1-.32 Staff:Child Ratios and Group Size(CR)****Technical Assistance****Technical Assistance**

Discussed naptime ratios.



**Comment**

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