



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: 2/18/2025 **VisitType:** Licensing Study

Arrival: 8:30 AM **Departure:** 2:30 PM

CCLC-3295

Johnson's Learning Center, Inc

2709 Gresham Road, S.E. Atlanta, GA 30316 DeKalb County
(404) 243-1041 shelly.johnson@bellsouth.net

Regional Consultant

Jessica Johnson

Phone: (770) 357-5090

Fax:

jessica.johnson@decal.ga.gov

Mailing Address

Same

Quality Rated: No

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.
02/18/2025	Licensing Study	Deficient	
09/23/2024	Monitoring Visit	Good Standing	
06/18/2024	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
Main	A Front Left	Three Year Olds and Four Year Olds	1	9	C	18	C	25	C	Circle Time
Main	B Front Right	Three Year Olds and Four Year Olds	1	10	C	19	C	26	C	Circle Time
Main	C Back Right	Three Year Olds	1	9	C	18	C	25	C	Circle Time
Main	D/E Back Mid	Four Year Olds	1	14	C	34	C	47	C	Circle Time
Main	F Front Basement	Four Year Olds	1	8	NC	17	C	23	C	Circle Time
Main	G Back Basement	Four Year Olds and Five Year Olds	1	11	C	37	C	52	C	Centers
Main	H Left Side	Two Year Olds	30	11	C	15	C	NA	NA	Centers
Main	I Right Side	Three Year Olds	1	6	C	16	C	NA	NA	Circle Time
Main	Trailer J		0	0	C	16	C	22	C	Not In Use
Main	Trailer K	Five Year Olds and Six Year Olds and Over	1	9	C	17	C	23	C	Circle Time
Main	Trailer L		0	0	C	17	C	24	C	Not In Use
Total Capacity @35 sq. ft.: 224			Total Capacity @25 sq. ft.: 298							
Total # Children this Date: 87			Total Capacity @35 sq. ft.: 224			Total Capacity @25 sq. ft.: 298				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground 1	227	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
0	2	17	42	43	0	12

Comments

An on-site inspection was conducted on February 18, 2025 with the Administrator Shelly Johnson. Staff files, children's files, training, and background checks were all reviewed.

Plan of Improvement: To Be Submitted 03/04/2025

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), 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)

Important Quality Rated/CAPS Update:

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 CAPS/ QR Provisional Status, allowing for scholarships while working toward an initial star rating. Provisional Status eligibility will be determined at the time of CAPS enrollment as part of the CAPS application process.

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



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(Findings Report)

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Mailing Address

Same

The following information is associated with a Licensing Study:

Activities and Equipment

Records Reviewed: 21

Records with Missing/Incomplete Components: 6

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

591-1-1-.03 Activities**Technical Assistance****Technical Assistance**

591-1-1-.03(3) - The Consultant discussed with the Administrator that the Center must offer opportunities for each child to make choices in a variety of activities.

Correction Deadline: 2/18/2025

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)**Met****Comment**

Center does not provide swimming activities.

Children's Records**Records Reviewed: 21****Records with Missing/Incomplete Components: 6**

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

Records Reviewed: 5**Records with Missing/Incomplete Components: 1**

Child # 2

Not Met

Records Reviewed: 5

Records with Missing/Incomplete Components: 1

"Missing/Incomplete Components"

.08(1)(a)-Work Number Missing

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

Technical Assistance

Technical Assistance

591-1-1-.08(1) - The Consultant discussed with the Administrator updating the work telephone numbers in the children records.

Correction Deadline: 2/18/2025

Facility

Records Reviewed: 21

Records with Missing/Incomplete Components: 6

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

591-1-1-.06 Bathrooms

Met

Comment

Bathrooms observed to be clean and well maintained.

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 the following hazards were observed:

Classroom A

- Rust was observed on the floor vents throughout the classroom.

Classroom C

- Plastic grocery bags hanging from the cubbies accessible to children in care.
- A hanging cord on the left side of the classroom accessible to children in care.

Classroom D/E

- A hanging TV cord on the back left side of the classroom accessible to children in care.
- A hanging Alexa cord on the front right side of the classroom accessible to children in care.

Classroom G

- A protruding screw hanging on an electrical cord at the entrance of the second restroom.

Correction Deadline: 3/4/2025

Recited on 2/18/2025

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

Not Met

Comment

Discussed maintenance of resilient surface. Please fluff and redistribute.

Finding

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that a six and a half inch gap was observed on the bottom of the entrance gate. It was further determined that a five and a half inch gap was observed on the right side of the fence surrounding the air conditioning unit.

Correction Deadline: 3/4/2025

Recited on 2/18/2025

Technical Assistance

591-1-1-.26(9) - The Consultant discussed with the Administrator that the playground must 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. The Consultant discussed with the Administrator spray painting the exposed black drainage pipes near the entrance of the playground.

Correction Deadline: 2/18/2025

Health and Hygiene

Records Reviewed: 21

Records with Missing/Incomplete Components: 6

Staff # 4 Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6 Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10 Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14 Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19 Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20 Not Met

"Missing/Incomplete Components"

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

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.

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

The Provider currently does not dispense/administer medication.

Correction Deadline: 9/23/2024**Corrected on 2/18/2025****.20(3) - Citation corrected. The program has not currently dispensed medication.****Organization**

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

Finding

591-1-1-.16(b) requires the Director of a Center responsible for its day-to-day operations to have completed a 40-hour director's training course that has been approved by the Department. At a minimum, the subject matter taught at a Director's training course shall cover the areas of administrator competencies that serve as a framework for professional development, which include, but are not limited to, early learning standards, business management, communication, developmentally appropriate practices, professional and leadership development, and advocacy for the Center, Parents, children and Staff. It was determined based on a review of records that staff # 9 did not have the required 40-hour director's training course on file on this date.

Correction Deadline: 3/18/2025

Policies and Procedures

Records Reviewed: 21	Records with Missing/Incomplete Components: 6
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Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

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 based on a review of records that the fire, tornado and other emergency situations documentation was not on file on this date.

Correction Deadline: 3/4/2025

591-1-1-.27 Posted Notices**Technical Assistance****Technical Assistance**

591-1-1-.27 - The Consultant discussed with the Administrator that each Center must post in a designated area for public viewing near the front entrance the following: the Center's current License or Permit; a copy of these rules; a copy of the current communicable disease chart; a statement allowing Parent(s) access to all child care areas upon notifying any staff member of his or her presence; names of persons responsible for the administration of the Center in the administrator's absence; the dated current week's menu for meals and snacks; emergency plans for severe weather, fire, and other emergency situations; a statement requiring visitors to check in with Staff when entering the Center; no smoking signs; and a notice provided by the Department which advises Parents of their right to review a copy of the Center's most recent licensure evaluation report upon request to the Center Director. The Center shall provide any Parent with a copy of this evaluation report upon request.

Correction Deadline: 2/18/2025

Safety**Records Reviewed: 21****Records with Missing/Incomplete Components: 6**

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

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

Center does not keep animals on premises.

591-1-1-.11 Discipline(CR)**Not Met****Finding**

591-1-1-.11(2) requires that Personnel not: physically or sexually abuse a child or engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center; inflict corporal/physical punishment upon a child; shake, jerk, pinch or handle a child roughly; verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family; isolate a child in a dark room, closet or unsupervised area; use mechanical or physical restraints or devices to discipline children; use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent; restrict unreasonably a child from going to the bathroom; punish toileting accidents; force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks; force or withhold naps; allow children to discipline or humiliate other children; or confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat. It was determined based on observation that a staff member was observed holding a three-year-old child by their wrist, while the child was trying to pull away. It was further determined based on observation that a staff member was overheard telling a child to be quiet and not to move since they did not want to take a nap.

Correction Deadline: 2/18/2025

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**

Center does not provide routine transportation.

Sleeping & Resting Equipment

Staff # 4

Not Met

Date of Hire: 07/13/2023

Records Reviewed: 21

Records with Missing/Incomplete Components: 6

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

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

Met

Comment

No infants were enrolled in the program.

Comment

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

Staff Records

Records Reviewed: 21

Records with Missing/Incomplete Components: 6

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

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

Not Met

Finding

591-1-1-.09(1)(a) requires that a Center 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. It was determined based on a review of records that staff # 5 did not submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site prior to being present at the site. Staff #5, hired on January 15, 2025, was observed in the kitchen area and giving out lunch to the classrooms.

Correction Deadline: 2/18/2025

Recited on 2/18/2025

Correction Deadline: 9/23/2024

Corrected on 2/18/2025

.09(1)(b) - Citation corrected. The Consultant observed a current CBC for the Director on file.

Finding

591-1-1-.09(1)(c) requires the Center 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. It was determined based on a review of records that staff member #5, hired on January 15, 2025, did not have a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while children were present for care on this date.

Correction Deadline: 2/18/2025

Recited on 2/18/2025

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. 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. It was determined based on a review of records that staff #7 and staff # 16 did not have the most recently issued determination letter ported electronically prior to being present at the center.

Correction Deadline: 2/18/2025

Recited on 2/18/2025

591-1-1-.14 First Aid & CPR**Technical Assistance****Comment**

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

Technical Assistance

591-1-1-.14(3) - The Consultant discussed with the Administrator adding the protective eye wear and protective face mask to the first aid kit.

Correction Deadline: 2/28/2025

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

Documentation observed of required staff training.

Comment

591-1-1-.33(4) - The Consultant discussed with the Administrator that within the first year of employment, the Director and person with primary responsibility for food preparation shall have four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage.

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 records that staff #3, hired on July 13, 2023, staff # 13, hired on May 10, 2021, staff # 18, hired on May 23, 2021, and staff # 19, hired on September 7, 1999, did not meet the minimum academic requirements for the lead teacher as of this date.

Correction Deadline: 3/18/2025

Staffing and Supervision**Records Reviewed: 21****Records with Missing/Incomplete Components: 6**

Staff # 4

Not Met

Date of Hire: 07/13/2023

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 01/15/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 10

Not Met

Date of Hire: 09/01/1980

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 14

Not Met

Date of Hire: 05/10/2021

"Missing/Incomplete Components"

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

Staff # 19

Not Met

Date of Hire: 05/23/2021

"Missing/Incomplete Components"

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

Staff # 20

Not Met

"Missing/Incomplete Components"

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

Correction Deadline: 9/23/2024

Corrected on 2/18/2025

.32(1) - Citation corrected. The Consultant observed the appropriate staff:child ratios on this date.

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

591-1-1-.32(7) -The Consultant discussed with the Administrator that children must be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. 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.

Correction Deadline: 2/18/2025