



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: 9/9/2024 **VisitType:** Licensing Study

Arrival: 9:30 AM **Departure:** 3:00 PM

CCLC-50130
The Mills Academy
2545 Jolly Road College Park, GA 30349 Fulton County
(404) 768-1530

Regional Consultant
Shameka Dozier
Phone: (770) 857-7010
Fax: (770) 357-7009
shameka.dozier@dec.al.ga.gov

Mailing Address
Same

Quality Rated: ★ ★

<u>Compliance Zone Designation</u>			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.
09/09/2024	Licensing Study	Deficient	
03/12/2024	TA Follow Up	NA	
02/02/2024	TA Follow Up	NA	

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's	One Year Olds	1	10	NC	17	C	NA	NA	Free Play
Main	B-2L- 2's	Infants and One Year Olds	1	9	NC	19	C	NA	NA	Free Play
Main	C-3L Back- 3's &4's		0	0	C	37	C	52	C	Outside
Main	D-3R Back-3's, 4's & ASP	Three Year Olds and Four Year Olds	2	24	C	35	C	49	C	Outside
Main	E- 2R-2's	Two Year Olds	1	10	C	22	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 130					Total Capacity @25 sq. ft.: 173					
Total # Children this Date: 53			Total Capacity @35 sq. ft.: 130			Total Capacity @25 sq. ft.: 173				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Large	66	C
Main	Small	12	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
6	14	16	17	7	0	5

Comments

The purpose of this visit was to conduct a licensing study visit and to follow up from previous visit. A POI follow up letter was issued as well as a CRC one day letter and affidavit video.

Plan of Improvement: To Be Submitted 09/23/2024

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

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:

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!



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Summary Report

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Finding

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that all classrooms did not have the current week's lesson plans posted.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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

Met

Comment

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

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

N/A

Comment

Center does not provide swimming activities.

Children's Records

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

Met

Comment

Records were observed to be complete and well organized.

Facility

591-1-1-.06 Bathrooms**Met****Comment**

Please monitor bathrooms for necessary supplies.

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 several classrooms had potentially hazardous items accessible to children:

Classroom D-3R:

Palmer's cocoa butter and hand sanitizer were on top of a shelf.

Classroom E-2R:

Lysol spray and Isopropyl Rubbing Alcohol on top of the blue children's cubby shelf on the left

Paint primer on the bottom of the child's cubby shelf

A vacuum cleaner on the floor

Disinfectant wipes on the white children's shelf on the right side

Classroom C-3L:

Back door storage closet that was unlocked, inside was a wheel barrel, vacuum cleaner, shovel, paint/ paint buckets, debris, and trash

Purple cleaning solution in a bottle and Awesome bleach stored on a shelf

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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 based on observation in classroom C-3L, the ceiling tiles in the back right and left of the classroom were hanging low. The girl's bathroom had low hanging tiles as well as an exhaust fan that was exposed and had no covering over it. Classroom D-3R had hanging ceiling tiles near the bathroom as well as a ceiling light that was exposed and wasn't covered near the bathroom in the back right of the classroom. Consultant also observed a roach on top of white foam art material.

Correction Deadline: 10/4/2024

Recited on 9/9/2024

Technical Assistance

591-1-1-.25(7) - Doors to rooms not approved for child care were discussed with the director on this date.

Correction Deadline: 9/9/2024

Technical Assistance

591-1-1-.25(8) - Electrical outlets and hanging cords were discussed with the director on this date.

Correction Deadline: 9/9/2024

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

Not Met

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 consultant observation that the back right gate was left open.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

Technical Assistance

591-1-1-.26(8) - Resilient surfacing was discussed with the director on this date.

Correction Deadline: 9/19/2024

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 was trash on the large playground, two wooden poles, and broken equipment was observed on the playground where the swings are located and was accessible to children. There was a red cylinder tunnel that was rusted and had peeling paint as well as a red metal car, and red/ yellow metal climbing equipment that had peeling paint. The small playground had a green water hose that was laid out reaching to the outside gate and small children were observed tripping over it as well as a broken shelf, a blue torn cot, and other equipment on the back fence across from the walkway that was not discarded and was accessible to children.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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

Not Met

Finding

591-1-1-.15(2)(a) requires Center Personnel to hold and feed infants less than six months of age and older children who cannot hold their own bottles or sit alone. Baby bottles shall never be propped; the infant's head shall be elevated while feeding. It was determined based on observation in classroom B-2L a bottle was propped up with a blanket while an infant was feeding.

Correction Deadline: 9/9/2024

Finding

591-1-1-.15(3) requires baby bottles and formula to be labeled with the individual child's name; supplied by the Parent daily in bottles; and refrigerated at a temperature of forty (40) degrees Fahrenheit or less. Only the current day's formula or breast milk shall be served. If formula must be provided by the Center, only commercially prepared, ready-to-feed formula shall be used. Refrigerated or frozen breast milk shall only be heated or thawed under warm running water or in a container of warm water. It was determined based on observation that there was frozen breast milk in the freezer dated for August 30th with no name in classroom A-1L. Consultant also observed in classroom B-2L there were two cans of Similac and one can of Enfamil formula with children's name labeled on it. It was further observed through staffs statement that infant bottles are not being supplied by the Parent daily in bottles as the staff is preparing infants bottle at the facility.

Correction Deadline: 9/9/2024

Finding

591-1-1-.15(4) requires that a feeding chair or similar equipment designed for feeding children shall be provided for the use of each child being fed who is capable of sitting up but who is unable to sit unassisted at a table and must be cleaned with a disinfectant after each use. Such chair or similar equipment shall have a broad base to prevent tipping, a surface that the child cannot raise, a strap or other device which prevents the child from sliding out of the chair, and a feeding surface free of cracks. It was determined based on observation in classroom B-2L, six infant chairs were missing straps.

Correction Deadline: 10/4/2024

Recited on 9/9/2024

Correction Deadline: 1/30/2024

Corrected on 9/9/2024

.15(5) - Previous citation of the center not having an updated food menu posted was corrected as consultant observed a current food menu during visit.

591-1-1-.18 Kitchen Operations

Technical Assistance

Technical Assistance

591-1-1-.18(9) - Kitchen storage requirements were discussed with Director on this date.

Correction Deadline: 9/9/2024

Health and Hygiene

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

Met

Correction Deadline: 1/30/2024

Corrected on 9/9/2024

.10(4) - Previous citation of the diaper changing pad not disinfected after changing a child's diaper was observed to be corrected as consultant observed staff clean diapering surface after diapering.

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

Not Met

Correction Deadline: 1/30/2024

Corrected on 9/9/2024

.17(7) - Previous citation of a staff member not washing a child's hands was observed to be corrected on this date as consultant observed staff assisting with hand washing.

Finding

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on observation after diapering, staff did not wash their hands in classroom A-1L.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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

The Provider currently does not dispense/administer medication.

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

Animals maintained clean and appropriately caged.

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

Staff were observed to maintain a positive learning environment on this date.

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

Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR)	N/A
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Comment

Center does not provide routine transportation.

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

Discussed SIDS and infant sleeping position.

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 in classroom B-2L, there were three cribs that did not have tight fitting sheets. One of the crib sheets that were not tight fitting had an infant sleeping.

Correction Deadline: 9/9/2024

Finding

591-1-1-.30(1)(d) requires that all sleeping and resting equipment shall be arranged to avoid obstructing access to exit doors, to provide the caregivers access to each child, and to prevent children's access to cords hanging from window treatments and other hazardous objects. To reduce the transfer of airborne diseases, sleeping and resting equipment shall be arranged as follows. There shall be a minimum of twenty-four inch (24") corridor between each row of sleeping or resting equipment. There shall be a minimum of twelve inches (12") between each piece of sleeping or resting equipment in each row of equipment. Children shall be placed on cots and mats so that one child's head is toward another child's feet in the same row. It was determined based on observation that six of eight cribs in classroom B-2L did not have a minimum spacing of twelve inches between them.

Correction Deadline: 9/9/2024

Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on observation that an infant was sleeping on their stomach on top of a red pillow under with a blanket covering them in classroom B-2L. Staff stated all infants are place on their stomach for naps and infant parents prefer for their children to be placed on their stomachs for nap.

Correction Deadline: 9/9/2024

Technical Assistance

591-1-1-.30(2)(c) - Infant sleeping equipment was discussed with the director on this date.

Correction Deadline: 9/9/2024

Staff Records

Records Reviewed: 11

Records with Missing/Incomplete Components: 10

Staff # 2

Not Met

Date of Hire: 07/09/2020

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 3

Not Met

Date of Hire: 10/15/2020

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

Date of Hire: 10/20/2020

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 5

Not Met

Date of Hire: 07/17/2022

"Missing/Incomplete Components"

.24(1)-10 Yr. Work History Missing,.24(1)-Evidence of Orientation Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing,.14(2)-CPR missing,.14(2)-First Aid Missing,.31(2)(b)2.-Staff Qualifications-Education Missing,.36(5)-Drivers License Missing

Staff # 6

Not Met

Date of Hire: 10/01/2020

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7

Not Met

Date of Hire: 01/10/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 8

Not Met

Date of Hire: 01/13/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 9

Not Met

Date of Hire: 01/13/2022

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing,.14(2)-CPR missing,.14(2)-First Aid Missing,.24(1)-Education Experience Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.36(5)-Drivers License Missing

Staff # 10

Not Met

Date of Hire: 03/19/2021

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 11

Not Met

Date of Hire: 08/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.09-Criminal Records Check 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 review of records that staff #11 with a hire date of August 02, 2024 was observed to be present at the facility while children were present without submitting both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site.

Correction Deadline: 9/9/2024**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 review of records that staff #11 with a hire date of August 02, 2024 was observed to be present at the facility without a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present.

Correction Deadline: 9/9/2024

591-1-1-.09 Criminal Records Check(CR)

Met

Comment

Criminal records checks were observed to be complete.

591-1-1-.14 First Aid & CPR(CR)

Not Met

Finding

591-1-1-.14(1) requires the Center Director and, at any given time, at least fifty percent (50%) of the caregiver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Center shall maintain current evidence of the successful completion of such training which shall be available to the Department for inspection. It was determined based on review of records that the facility did not have at least fifty percent (50%) of the caregiver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid.

Correction Deadline: 10/18/2024

591-1-1-.24 Personnel Records

Not Met

Finding

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined based on review of records that staff #4 and #11 did not have a full personnel file completed.

Correction Deadline: 9/13/2024

591-1-1-.33 Staff Training

Met

Comment

Discussed staff training. Please obtain required documentation.

Comment

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

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 review of records that staff #5, #9, #11 who are listed as lead teachers did not meet minimum academic requirements.

Correction Deadline: 9/9/2024

Technical Assistance

591-1-1-.31(2)(b)3.(ii)(I) - (VIII) - Written plan for newly hired teacher's who do not possess the educational credential or degree was discussed with the director on this date.

Correction Deadline: 9/9/2024

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 based on observation in classroom A-1L, there was one teacher to ten one year olds and classroom B-2L had one teacher to nine infants.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

591-1-1-.32 Supervision(CR)

Met

Comment

Adequate supervision observed on this date.