



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: 2/5/2025 **VisitType:** Licensing Study

Arrival: 8:15 AM **Departure:** 1:30 PM

CCLC-48039

A Step of Faith Christian Academy, LLC

4651 Flat Shoals Road, Suite 2 & 3 Union City, GA 30291 Fulton
County
(678) 654-8104 deborpay@aol.com

Regional Consultant

Shameka Dozier

Phone: (770) 857-7010

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shameka.dozier@decal.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.
02/05/2025	Licensing Study	Good Standing	
07/16/2024	Complaint Closure	Good Standing	
07/16/2024	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
Main	A- 1st Right	Two Year Olds	2	5	C	11	C	15	C	Circle Time
Main	B- 2nd Right	One Year Olds	2	0	C	12	C	NA	NA	Circle Time
Main	C- 1st Left	Infants and One Year Olds	3	8	C	19	C	NA	NA	Breakfast, Floor Play
Main	D- 1st room	Two Year Olds and Three Year Olds	2	11	C	23	C	32	C	Centers
Main	E- 2nd middle	Three Year Olds and Four Year Olds	2	12	C	18	C	25	C	Centers
Main	F-3rd back room	Four Year Olds and GA PreK	1	17	C	22	C	30	C	Circle Time
Total Capacity @35 sq. ft.: 105					Total Capacity @25 sq. ft.: 133					
Total # Children this Date: 53					Total Capacity @25 sq. ft.: 133					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	33	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
8	8	10	28	12	5	6

Comments

The purpose of this visit was to conduct a licensing study visit and to follow up from previous visit.

Plan of Improvement: Developed This Date

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:

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 1 855-800-7747 or qualityrated@decal.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: 5

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Met

Comment

A variety of equipment and toys were observed throughout the center.

Comment

Center does not provide swimming activities.

Children's Records**Records Reviewed: 21****Records with Missing/Incomplete Components: 5**

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Records were observed to be complete and well organized.

Facility**Records Reviewed: 21****Records with Missing/Incomplete Components: 5**

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14 Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16 Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21 Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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) Met

Correction Deadline: 7/16/2024

Corrected on 2/5/2025

.25(13) - Previous citation of hazardous items that state keep out of reach of children being stored in areas accessible to children in care was observed to be corrected on this date.

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

Technical Assistance

591-1-1-.26(9) - Playground cleanliness was discussed with the director on this date.

Correction Deadline: 2/5/2025

Food Service

Staff # 2 Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12 Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14 Not Met

Date of Hire: 02/13/2015

Records Reviewed: 21

Records with Missing/Incomplete Components: 5

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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.

Health and Hygiene

Records Reviewed: 21

Records with Missing/Incomplete Components: 5

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Staff state proper knowledge of diapering procedures.

591-1-1-.17 Hygiene(CR)**Not Met****Finding**

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on observation that two of eleven children did not wash their hands upon arrival for care in room D-1st room.

POI (Plan of Improvement)

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 2/5/2025

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

Discussed proper medication documentation and procedures.

Safety**Records Reviewed: 21****Records with Missing/Incomplete Components: 5**

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Comment

Animals maintained clean and appropriately caged.

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

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

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

Records Reviewed: 21**Records with Missing/Incomplete Components: 5**

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Please ensure that cribs/cots are labeled for individual use.

Staff Records

Records Reviewed: 21**Records with Missing/Incomplete Components: 5**

Staff # 2

Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16

Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21

Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

591-1-1-.09(1)(c) - Please ensure all employees have current satisfactory criminal background checks prior to employment

Correction Deadline: 2/5/2025**591-1-1-.14 First Aid & CPR****Met****Comment**

Evidence observed of 100% of center staff certified in First Aid and CPR.

591-1-1-.24 Personnel Records**Technical Assistance****Technical Assistance**

591-1-1-.24(1) - Personnel records were discussed with the director on this date.

Correction Deadline: 2/10/2025**591-1-1-.33 Staff Training****Not Met**

Finding

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on review of records that staff #2 had zero of ten annual hours for 2024, staff #12 had zero of ten annual hours for 2024, staff #14 had six of ten annual hours for 2024, staff #16 had zero of ten annual hours for 2024, staff #21 had zero of ten annual hours for 2024.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 3/7/2025

591-1-1-.31 Staff(CR)**Met****Comment**

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**Records Reviewed: 21****Records with Missing/Incomplete Components: 5**

Staff # 2 Not Met

Date of Hire: 11/13/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 12 Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 14 Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 16 Not Met

Date of Hire: 10/22/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 21 Not Met

Date of Hire: 03/08/2023

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Technical Assistance

591-1-1-.32(1) - Ratios were discussed with the director on this date.

Correction Deadline: 2/5/2025

591-1-1-.32 Supervision(CR)**Met****Comment**

Adequate supervision observed on this date.