



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: 6/24/2025 **VisitType:** Complaint Investigation & Monitoring Visit

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

CCLC-58549
Bethesda Early Learning Center
1700 Osceola Avenue Waycross, GA 31503 Ware County
(912) 285-1024 Bethesdaearlylearning@gmail.com

Regional Consultant
Connie Boatright
Phone: (912) 544-9701
Fax: (912) 544-9700
connie.boatright@dec.al.ga.gov

Mailing Address
Same

Quality Rated: ★ ★

Compliance Zone Designation		
06/24/2025	Complaint Investigation & Monitoring Visit	Good Standing
02/25/2025	Licensing Study	Good Standing
08/21/2024	Monitoring Visit	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
Main	A: Infant (first left)	Infants and One Year Olds	1	4	C	8	C	NA	NA	Free Play,Floor Play,Transitioning
Main	B: Ones (Back Left)	One Year Olds	1	3	C	7	C	NA	NA	Floor Play,Diapering
Main	C: Twos (First Right)	Two Year Olds	1	9	C	17	C	NA	NA	Centers
Main	D: Threes (Second Left)	Three Year Olds	1	7	C	18	C	NA	NA	Centers
Main	E: Fours (End Right)	Four Year Olds	1	4	C	10	C	NA	NA	Outside,Transitioning
Main	F: MultiPurpose/ After School (End)	Five Year Olds and Six Year Olds and Over	1	7	C	79	C	NA	NA	Art,Centers
Total Capacity @35 sq. ft.: 139					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 34					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A (Right)	13	C
Main	Playground B (Left)	13	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
6	7	14	10	10	0	13

Comments

The center director stated no medication is administered, no field trips, routine transportation, or swimming activities are provided. One new staff her been hired since the consultant's last 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.decgal.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@decgal.ga.gov for more information. Free technical assistance is available!



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Phone: (404) 657-5562 WWW.DECAL.GA.GOV

(Findings Report)

Date: 6/24/2025

VisitType: Complaint Investigation &
Monitoring Visit

Arrival: 9:00 AM

Departure: 3:30 PM

CCLC-58549

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Same

The following information is associated with a Monitoring Visit:

Activities and Equipment

Records Reviewed: 13

Records with Missing/Incomplete Components: 6

Staff # 5

Not Met

Date of Hire: 06/24/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 7

Not Met

Date of Hire: 08/19/2024

"Missing/Incomplete Components"

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

Staff # 9

Not Met

Date of Hire: 09/17/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 09/05/2023

"Missing/Incomplete Components"

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

Staff # 12

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training
Missing 4 hrs.

Staff # 13

Not Met

Records Reviewed: 13**Records with Missing/Incomplete Components: 6**

Date of Hire: 09/18/2024

"Missing/Incomplete Components"

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

591-1-1-.03 Activities**Not Met****Finding**

591-1-1-.03(11) requires center staff to allow children to go to the toilet and get a drink of water as needed. It was determined based on observation that four 4-year-old children transitioned to the playground at 9:00 AM and remained on the playground until 9:45 AM. No water was outside and provided for the children during outside play. The temperature was 89 degrees at 9:00 a.m.

POI (Plan of Improvement)

The Center will train Staff and regularly follow up and monitor classrooms.

Correction Deadline: 6/24/2025**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.

Facility**Records Reviewed: 13****Records with Missing/Incomplete Components: 6**

Staff # 5

Not Met

Date of Hire: 06/24/2025

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

.24(1)-Evidence of Orientation Missing

Staff # 7

Not Met

Date of Hire: 08/19/2024

"Missing/Incomplete Components"

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

Staff # 9

Not Met

Date of Hire: 09/17/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 09/05/2023

"Missing/Incomplete Components"

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

Staff # 12

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

Records Reviewed: 13

Records with Missing/Incomplete Components: 6

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.

Staff # 13

Not Met

Date of Hire: 09/18/2024

"Missing/Incomplete Components"

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

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

Comment

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

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 were present:

Three and four-year-old playground:

---The green tarp covering the sand box was ripped on one of four corners exposing thread, posing as a choking hazard.

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: 7/4/2025

Recited on 6/24/2025

Health and Hygiene

Records Reviewed: 13

Records with Missing/Incomplete Components: 6

Staff # 5

Not Met

Date of Hire: 06/24/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 7

Not Met

Date of Hire: 08/19/2024

"Missing/Incomplete Components"

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

Staff # 9

Not Met

Date of Hire: 09/17/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 09/05/2023

"Missing/Incomplete Components"

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

Staff # 12 Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.

Staff # 13 Not Met

Date of Hire: 09/18/2024

"Missing/Incomplete Components"

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

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

Met

Correction Deadline: 2/25/2025

Corrected on 6/24/2025

.10(4) - The previous citation was observed to be corrected on this day.

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

Met

Comment

Proper hand washing observed throughout the center.

591-1-1-.20 Medications(CR)

Not Met

Finding

591-1-1-.20(1) requires Personnel to obtain specific written authorization from the child's physician or parent in order to dispense prescription or non-prescription medications, except for first aid. Such authorization will include when applicable, date; full name of the child; name of the medication; prescription number, if any; dosage; the dates to be given; the time of day to be dispensed; and signature of parent. It was determined based on review of records that the center was authorized to administer Tylenol 3 3/4 ml to a child on April 7, 2025 at 10 a.m. and 2 p.m. The center administered the medication as requested on April 7, 2025. The center administered Tylenol in the form of 1 pill to the child on April 8, 2025 at 10:00 a.m. and 2 p.m. with no parental authorization. Additionally the center was to administer Amoxicillin 5 ml every 6 hours on April 30, 2025, to a second child. The center administered the medication as requested on April 30, 2025. Additionally, the center administered 5 ml of Amoxicillin on May 1, 2025 at 10:30 AM with no parental authorization.

POI (Plan of Improvement)

The Center will train Staff to obtain and review parental authorizations to ensure the authorization contains complete information. The designated person(s) will monitor daily.

Correction Deadline: 6/24/2025

Finding

591-1-1-.20(3) requires the Center to maintain a record of medication dispensed that includes the date, time and amount of medication, any noticeable adverse reaction, and the signature or initials of the person administering the medication. It was determined based on review of records that the center was to give a child 2.5 ml of Musinex every four hours April 15, 2025 through April 18, 2025. The center administered the medication on April 15, 2025 and April 16, 2025 and not April 17, and 18, 2025 as requested.

POI (Plan of Improvement)

The Center will train Staff responsible for dispensing medication in the accurate completion and storage of the records and will implement a plan to monitor this.

Correction Deadline: 6/24/2025

Records Reviewed: 13

Records with Missing/Incomplete Components: 6

Staff # 5	Not Met
Date of Hire: 06/24/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-Evidence of Orientation Missing	
Staff # 7	Not Met
Date of Hire: 08/19/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 9	Not Met
Date of Hire: 09/17/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 11	Not Met
Date of Hire: 09/05/2023	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 12	Not Met
Date of Hire: 09/05/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 13	Not Met
Date of Hire: 09/18/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	

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

Age-appropriate discussion and/or redirection observed.

591-1-1-.13 Field Trips(CR)	Met
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Comment

Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR)	Met
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Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

Staff # 5	Not Met
Date of Hire: 06/24/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-Evidence of Orientation Missing	
Staff # 7	Not Met
Date of Hire: 08/19/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 9	Not Met
Date of Hire: 09/17/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 11	Not Met
Date of Hire: 09/05/2023	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 12	Not Met
Date of Hire: 09/05/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 13	Not Met
Date of Hire: 09/18/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	

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 that seven of seven infant cribs do not have tight fitting sheets as required.

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: 6/24/2025**Correction Deadline: 2/25/2025****Corrected on 6/24/2025****.30(2) - The previous citation was observed to be corrected on this day.****Staff Records**

Staff # 5	Not Met
Date of Hire: 06/24/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-Evidence of Orientation Missing	
Staff # 7	Not Met
Date of Hire: 08/19/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 9	Not Met
Date of Hire: 09/17/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 11	Not Met
Date of Hire: 09/05/2023	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 12	Not Met
Date of Hire: 09/05/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 13	Not Met
Date of Hire: 09/18/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	

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

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit

Comment

Criminal record checks were observed to be complete.

Comment

Director provided [] file(s) for employees hired since last visit.

Comment

Director provided 1 file(s) for employees hired since last visit.

Comment

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**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 staff # 7, 9, 11, 12, and 13 have been employed more than 90 days and do not have proof of completion of CPR and first aid.

POI (Plan of Improvement)

The Center Director and at least 50% of the caregiver Staff will complete the needed training. The Director will send written verification to the consultant upon completion and will develop a plan to ensure that at least 50% of the caregiver Staff have completed this training at any given time and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 7/31/2025

Recited on 6/24/2025

591-1-1-.33 Staff Training**Not Met****Finding**

591-1-1-.33(3) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on review of records that staff # 12 does not have proof of completion of health and safety orientation training within the first 90 days of employment.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates and will ensure that the training includes all required components as required.

Correction Deadline: 7/5/2025

Recited on 6/24/2025

Technical Assistance

591-1-1-.33(4) - The provider will ensure that staff # 5 complete food preparation and nutrition training within the first year of employment.

Correction Deadline: 7/24/2025

Correction Deadline: 4/2/2025

Corrected on 6/24/2025

.33(5) - The previous citation was observed to be corrected.

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

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

Records Reviewed: 13

Records with Missing/Incomplete Components: 6

Staff # 5

Not Met

Date of Hire: 06/24/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 7

Not Met

Date of Hire: 08/19/2024

"Missing/Incomplete Components"

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

Staff # 9

Not Met

Date of Hire: 09/17/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 09/05/2023

"Missing/Incomplete Components"

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

Staff # 12

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(4)-Food Prep Training Missing 4 hrs.

Staff # 13

Not Met

Date of Hire: 09/18/2024

"Missing/Incomplete Components"

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

591-1-1-.32 Staff:Child Ratios and Group Size(CR)

Met

Comment

Center observed to maintain appropriate staff:child ratios.

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

Met

Comment

Adequate supervision observed on this date.