



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: 1/18/2024 VisitType: Complaint Investigation & Monitoring Visit Arrival: 8:00 AM Departure: 11:40 AM

CCLC-38782

Kids 4 Kompany

1520 Tara Rd. Jonesboro, GA 30238 Clayton County
(770) 210-9022 k4kla@bellsouth.net

Regional Consultant

Nadia Bernard

Phone: (404) 670-9398

Fax: (706) 434-7710

nadia.bernard@decal.ga.gov

Mailing Address

1520 Tara Rd.
Jonesboro, GA 30238-6504

Quality Rated: ★ ★ ★

Compliance Zone Designation		
01/18/2024	Complaint Investigation & Monitoring Visit	Good Standing
09/27/2023	Licensing Study	Good Standing
03/21/2023	Licensing Study	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	Infants	2	3	C	14	C	NA	NA	Feeding, Floor Play, Diapering
Main	B		0	0	C	20	C	NA	NA	Not In Use
Main	C		0	0	C	21	C	NA	NA	Not In Use
Main	D		0	0	C	22	C	NA	NA	Not In Use
Main	E	Two Year Olds	1	8	C	22	C	NA	NA	Circle Time
Main	F	GA PreK	1	18	C	22	C	NA	NA	Music
Main	G	Three Year Olds and Four Year Olds	1	11	C	20	C	NA	NA	Circle Time
Main	H		0	0	C	17	C	NA	NA	Not In Use
Main	I		0	0	C	16	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 174					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 40					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	3 & 4 YEAR OLD	21	C
Main	ASP	20	C
Main	Infant/ Toddler	17	C

Comments

Plan developed on this date.

Plan of Improvement: Developed This Date 01/18/2024

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.decga.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@decga.gov for more information. Free technical assistance is available!

Maya Carter, Program Official

Date

Nadia Bernard, Regional Consultant

Date



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

(Findings Report)

Date: 1/18/2024 VisitType: Complaint Investigation & Monitoring Visit Arrival: 8:00 AM Departure: 11:40 AM

CCLC-38782

Kids 4 Kompany

1520 Tara Rd. Jonesboro, GA 30238 Clayton County
(770) 210-9022 k4kla@bellsouth.net

Regional Consultant

Nadia Bernard

Phone: (404) 670-9398

Fax: (706) 434-7710

nadia.bernard@decal.ga.gov

Mailing Address

1520 Tara Rd.
Jonesboro, GA 30238-6504

The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Met

Comment

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

Comment

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

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

Met

Comment

Pool not in use at this time, gates observed locked.

Facility

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(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 that the following hazards were observed:

Damaged Ceiling tiles in the bathrooms of Classroom Pre-K II.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 2/8/2024

Recited on 1/18/2024

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

Technical Assistance

Comment

Playground observed to be clean and in good repair.

Technical Assistance

591-1-1-.26(9) - Consultant discussed with the provider to ensure 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.

Correction Deadline: 1/18/2024

Food Service

591-1-1-.18 Kitchen Operations

Met

Correction Deadline: 9/27/2023

Corrected on 1/18/2024

.18(5) - Citation observed to be corrected on this date. Consultant observed freezer temperature to be below zero on this date.

Health and Hygiene

591-1-1-.07 Children's Health

Not Met

Finding

591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifiers or other hazardous items. It was determined based on observation that in the infant room an infant had a pacifier attached to their shirt.

POI (Plan of Improvement)

The Center will instruct Staff regarding this safety requirement.

Correction Deadline: 1/18/2024

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

Met

Comment

Proper diapering procedures observed.

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

Met

Comment

Proper hand washing observed throughout the center.

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

Met

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Met

Correction Deadline: 9/28/2023

Corrected on 1/18/2024

.21(3) - Citation observed to be corrected on this date. Consultant observed complete emergency drills for September, October, November, and December for the year 2023.

Safety

591-1-1.11 Discipline(CR)

Met

Comment

Please be mindful of voice tone in redirecting children.

591-1-1.36 Transportation(CR)

Not Met

Finding

591-1-1-.36(4)(a) requires an annual safety check for each vehicle. The annual safety check, completed by a trained individual, should include a check of the: tires, headlights, horn, taillights, turn signals, brake lights, brakes, suspension, exhaust system, steering, windows, windshields and windshield wipers. A copy of the annual safety check will be kept in the Center or on the vehicle and should include evidence of any repairs and/or replacements that were identified as needed on the inspection report. It was determined based on a review of documents that vehicle licensed SEN8770 was missing the annual safety check.

POI (Plan of Improvement)

The Center will obtain the annual vehicle inspection.

Correction Deadline: 1/31/2024

Recited on 1/18/2024

Sleeping & Resting Equipment

591-1-1.30 Safe Sleeping and Resting Requirements(CR)

Not Met

Finding

591-1-1-.30(1)(b)1 requires that cots and mats are of sound construction and of sufficient size to accommodate comfortably the size and weight of the child; and that mats are in good repair, washable, covered with a waterproof material and at least two inches (2") thick. It was determined based on observation that the twelve out of the nineteen cots observed were not in good repair in Pre-K3A.

POI (Plan of Improvement)

The Center will ensure that cots and mats are of sound construction and of sufficient size to accommodate the size and weight of the child and mats are in good repair, washable, covered with a waterproof material and is at least two inches thick.

Correction Deadline: 2/7/2024

Recited on 1/18/2024

Staff Records

591-1-1.09 Criminal Records and Comprehensive Background Checks(CR)

Met

Comment

Criminal record checks were observed to be complete.

Comment

Director provided five files for employees hired since last visit.

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 a review of records that a staff member did not have evidence of completing their 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: 2/17/2024

Correction Deadline: 2/29/2024

Corrected on 1/18/2024

.33(4) - Citation observed to be corrected on this date. Consultant observed the required food and nutrition training for the director and cook.

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 that one staff member was missing their required ten hours of annual training for 2023.

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: 12/31/2024

Recited on 1/18/2024

Finding

591-1-1-.31(2)(b)3.(i) requires that newly hired teachers who do not possess the educational and qualifying child care experience requirements must enroll in a program of study to obtain one of the educational credentials and qualifying experience requirements as required by these rules within six months after employment at the Center and complete the credential or degree within 18 months after enrollment. It was determined based on a review of records that one staff member was missing their educational credential to be the lead teacher.

POI (Plan of Improvement)

The Center will ensure that all teachers will comply with the educational and qualifying child care experience requirements.

Correction Deadline: 2/8/2024

Recited on 1/18/2024

Finding

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on a review of records that a lead staff member was missing their verification of the credential or degree.

POI (Plan of Improvement)

The Center will review lead teacher records to ensure the required documentation is on file and will obtain and file it if not found. Please ensure professional learning plans are on file for staff members enrolled in education programs.

Correction Deadline: 1/31/2024

Recited on 1/18/2024

Staffing and Supervision

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

Comment

Adequate supervision observed on this date.

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

Comment

Center observed to maintain appropriate staff:child ratios.