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: 7/10/2025 **VisitType:** LS POI Follow Up **Arrival:** 11:35 AM **Departure:** 2:50 PM

CCLC-38955
The Academy of Union City
5515 Stonewall Tell Road Atlanta, GA 30349 Fulton County
(770) 742-3424 tanyah@academyofunioncity.com

Regional Consultant
Shameka Dozier
Phone: (770) 857-7010
Fax: (770) 357-7009
shameka.dozier@decal.ga.gov
Joint with: Sharnette Glenn

Mailing Address
Same

Quality Rated: ★ ★ ★

Compliance Zone Designation		
07/10/2025	LS POI Follow Up	Good Standing
06/10/2025	Incident Investigation Closure	Support
04/10/2025	Incident Investigation & Follow Up	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		0	0	C	12	C	NA	NA	
Main	B	Infants and One Year Olds	1	6	C	15	C	NA	NA	Nap
Main	C	Three Year Olds	2	14	C	17	C	NA	NA	Nap
Main	Cafeteria		0	0	C	30	C	NA	NA	
Main	D		0	0	C	20	C	NA	NA	
Main	E		0	0	C	20	C	NA	NA	
Main	F		0	0	C	20	C	NA	NA	
Main	G	Two Year Olds	2	9	C	20	C	NA	NA	Nap
Main	H		0	0	C	19	C	NA	NA	
Main	I		0	0	C	22	C	NA	NA	
Main	J		0	0	C	22	C	NA	NA	
Main	K		0	0	C	22	C	NA	NA	
Main	L		0	0	C	16	C	NA	NA	

Total Capacity @35 sq. ft.: 255 Total Capacity @25 sq. ft.: 0

Total # Children this Date: 29 Total Capacity @35 sq. ft.: 255 Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	80	C

Comments
Transportation, bathroom cleanliness, playground equipment, literacy training, transportation documentation, seat restraints, and sleeping spacing was discussed with the director on this date.

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:

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 techincal assistance is available!**

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(Findings Report)

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The following information is associated with a LS POI/ Follow-Up:

Activities and Equipment

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

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 classroom B did not have a current lesson plan as the lesson plan posted was dated for March 25, 2024. Consultant also observed that there was no lesson plan posted in classroom G. Staff was not able to produce the lesson plans when requested.

POI (Plan of Improvement)
The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

Correction Deadline: 7/10/2025 **Prior Visits: 07/19/2022**

591-1-1-.12 Equipment & Toys(CR) **Technical Assistance**

Correction Deadline: 6/10/2025 **Prior Visits: 04/10/2025**

Corrected on 7/10/2025
.12(1) - Previous citation of the center staff not ensuring the playground equipment was used in a safe and appropriate manner on March 25, 2025 when a 6-year-old child sustained a head injury when they fell from a merry-go-round was observed to be corrected as the equipment has been removed from the playground.

Technical Assistance
591-1-1-.12(2) - Cleaning of the outside playground equipment was discussed with the director on this date.

Correction Deadline: 7/10/2025

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

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

Children's Records

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

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

Comment
Parent authorizations obtained/completed.

Facility

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

591-1-1-.06 Bathrooms **Technical Assistance**

Technical Assistance
591-1-1-.06(7) **-** Consultant discussed cleaning of the bathroom toilets with the director on this date.

Correction Deadline: 7/10/2025

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**

Comment
Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

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 a bleach and water solution bottle, and a aerosol Microban disenfectant spray labeled keep our of reach of children was located on top of the counter near the changing table and was accessible in classroom B.

POI (Plan of Improvement)
The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 7/10/2025 **Prior Visits: 09/12/2023**

Finding
591-1-1-.25(7) Requires that doors to rooms not approved for child care, other than the kitchen doors, be latched or locked so children cannot wander into those areas. Except in School-age Centers, interior Center door locks shall permit Personnel to open the locked room from outside of the room in an emergency. It was determined based on observation that the employee break room door was open, not locked, and accessible to children.

POI (Plan of Improvement)
The Center will routinely check that doors to unapproved rooms remain latched or locked and that Staff can open the locked rooms in an emergency.

Correction Deadline: 7/10/2025

591-1-1-.25 Physical Plant-Structural/Mechanical — **Technical Assistance**

Technical Assistance
591-1-1-.25(4) - Maintaining the temperature in the range of 65 to 85 degrees Fahrenheit and ventilation in the classrooms was discussed with the provider on this date.

Correction Deadline: 7/10/2025

591-1-1-.26 Playgrounds(CR) — **Met**

Comment
Playground observed to be clean and in good repair.

Food Service

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

591-1-1-.15 Food Service & Nutrition — **Technical Assistance**

Comment
Center menu meets USDA guidelines.

Technical Assistance
591-1-1-.15(4) - Missing restraint straps on the feeding table in classroom G were discussed with the director on this date. Consultant also discussed seating children that are able to walk and can seat themselves to be placed in child-sized tables and chairs.

Correction Deadline: 7/10/2025

591-1-1-.18 Kitchen Operations — **Met**

Comment
Kitchen appears clean and well organized.

Health and Hygiene

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation 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
Proper hand washing of children and staff was discussed with the director on this date.

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

Comment
The Provider currently does not dispense/administer medication.

Safety

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

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

Comment
Center does not keep animals on premises.

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

Comment
Please be mindful of voice tone in redirecting children.

591-1-1-.13 Field Trips(CR) **Not Met**

Finding
591-1-1-.13(2) requires Center Staff to obtain written permission from Parents in advance of the child's participation in any field trip and such permission must be signed and dated by a Parent. It was determined based on review of records that there was no permission slip for twelve children who were attending Starlite Skating Rink on July 10, 2025. Per the provider, the permission slips are with the staff who attended the field trip and there were no copies made for review.

POI (Plan of Improvement)
Center Staff will have and use a system to obtain written field trip permission in advance and ensure the permission is signed and dated by the responsible person.

Correction Deadline: 7/10/2025

591-1-1-.36 Transportation(CR) **Not Met**

Finding
591-1-1-.36(7)(c)3. requires that the driver or other designated person document in writing the date and time of arrival and departure each time the vehicle departs from the Center, is loaded or unloaded at each school and when the vehicle returns to the Center; each time the vehicle departs from the Center, arrives at the location where any child is picked up or dropped off and when the vehicle returns to the Center; each time the vehicle leaves the Center, arrives at a field trip destination, leaves a field trip destination, and returns to the Center. It was determined based on review of records that there was no documentation in writing of the arrival and departure times for each time the vehicle departs from the Center for a field trip to Starlite Skating Rink for July 10, 2025.

POI (Plan of Improvement)
The Center will ensure that each date and time of arrival and departure is documented by the driver or designated person with training, review and monitoring.

Correction Deadline: 7/11/2025

Finding
591-1-1-.36(7)(d)1. requires that the first check be conducted immediately upon unloading the last child at any location including, but not limited to, a field trip destination, arrival at the Center, and the last stop during transportation to home or school. The responsible person on the vehicle shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle’s interior; sign the passenger transportation checklist (s), indicating all of the children have exited the vehicle; and give the passenger transportation checklist(s) to the second designated Staff person. It was determined based on review of records that there was no staff signature for the first check for a field trip to Starlite Skating Rink on July 10, 2025.

POI (Plan of Improvement)
The Center will train Staff who are or may be involved in transporting children in how to thoroughly inspect a vehicle and properly complete transportation documentation. The Center will review and monitor.

Correction Deadline: 7/11/2025

Sleeping & Resting Equipment

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

591-1-1-.30 Safe Sleeping and Resting Requirements(CR) **Not Met**

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

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 on classrooms B and G that the sleeping mats did not have a minimum of twelve inches (12") between each piece of sleeping equipments.

POI (Plan of Improvement)
The Center will arrange and place sleeping and resting equipment according to the requirements in the rule; will train Staff; and will monitor for continued compliance.

Correction Deadline: 7/10/2025 **Prior Visits: 08/05/2024**

Staff Records

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

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

Comment
Criminal record checks were observed to be complete.

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-.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 observation that staff #3 with a hire date of 2/18/2016 had zero of ten annual required hours for training 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: 8/9/2025 **Prior Visits: 07/19/2022, 08/05/2021**

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

Comment
Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

Records Reviewed: 8 **Records with Missing/Incomplete Components: 1**

Staff # 3 Not Met

Date of Hire: 02/08/2016

"Missing/Incomplete Components"

.33(6)-Training Documentation 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**

Correction Deadline: 6/10/2025 **Prior Visits: 04/10/2025, 11/25/2024**

Corrected on 7/10/2025
.32(7) - Previous citation of staff being unaware of what happened to a child until another child notified them that the child hit their head was observed to be corrected and was associated with a complaint.