

**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.dec.state.ga.us

(Cover Sheet)**Date:** 3/2/2026 **VisitType:** EX-CAPS-Monitoring**Arrival:** 1:45PM **Departure:** 4:35PM**EX-45419 EXMT-10781 EX-1 - Government
DeKalb County Schools ASED - Chapel Hill**3536 Radcliffe Boulevard, Decatur GA 30034
DeKalb County**Mailing Address**

Same

Exemption Unit Consultant

Rosalyn Elder

Phone: (404) 780-0868

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rosalyn.elder@dec.state.ga.us

Joint with:

Compliance Zone Designation			Prevention Action Category	Intermediate Action Category	Dismissal Action Category
3/2/2026	EX-CAPS-Monitoring	Intermediate	Prevention Level 1 (P1)	Intermediate Level 1 (I1)	Dismissal (D)
			Technical Assistance	Corrective Action Plan	Dismissal
				Office Conference	Disqualification
			Prevention Level 2 (P2)	Intermediate Level 2 (I2)	
			Citation	Fine (Level 1 or 2)	
			Plan of Improvement		
			Prevention Level 3 (P3)	Intermediate Level 3 (I3)	

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
105		0	0	Y	
108		0	0	Y	
111		0	0	Y	
Art Room		0	0	Y	
Black Top Area		0	0	Y	
Gym		0	0	Y	
Library		0	0	Y	
Lunch Assembly		0	0	Y	
Playground		0	0	Y	
Room 100		0	0	Y	
Room 102		0	0	Y	
Room 103		0	0	Y	
Room 123		0	0	Y	
Room 128	, Six and older	1	10	Y	
Room 130		0	0	Y	
Room 131	, Six and older	1	11	Y	
STEM Lab	, Fours, Fives, Six and older	1	8	Y	

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 3

#Children Count: 29

Comments:

Please refer to the Exemption page of the website, <https://www.decal.ga.gov/CCS/Exemptions.aspx> for information regarding 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

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 user id 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 standard number(s) that you are refuting, add the reason for disagreement regarding the standard 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.

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The following information is associated with a EX-CAPS-Monitoring:**Activities and Equipment****EX-HS-.A Activities****Met****Comment**

EX-HS-.A - Activities observed to be appropriate and safe for children in care.

EX-HS-.F Equipment & Toys**Met****Comment**

EX-HS-.F - Equipment and furniture observed to be properly secured, as applicable.

EX-HS-.Q Swimming Pools & Water-related Activities(CS)**N/A****Comment**

EX-HS-.Q - The Program does not provide swimming activities.

Children's Records**EX-HS-.C Children's Records****Met****Comment**

EX-HS-.C - Observed children's files as required.

Exemptions**EX-HS-.X Exemption Requirements****Technical Assistance****Technical Assistance**

Hex-s-.X(1) - Ensure that the exemption approval letter is posted adjacent to the certificate in a prominent area of the front lobby.

Facility**EX-HS-.B Bathrooms****Met****Comment**

EX-HS-.B - Program observed to have adequate toilets, sinks and supplies available.

EX-HS-.L Physical Plant(CS)**Not Met****Finding**

EX-HS-.L(2) requires the Program to be in compliance with applicable laws and regulations issued by the state fire marshal, the proper local fire marshal or state inspector, including a certificate of occupancy if required prior to receiving any children for care. It was determined, based on a review of records that the Program has not had a fire inspection within the past 12 months.

POI (Plan of Improvement)

The Program will obtain appropriate approvals, and ensure compliance with applicable laws and regulations by the state fire marshal, proper local fire marshal or state inspector, including a certificate of occupancy, are maintained and met.

Correction Deadline: 4/30/2026

EX-HS-.M Playgrounds(CS)**Met****Comment**

EX-HS-.M - Playground appears clean and well maintained.

Health and Hygiene**EX-HS-.U Diapering Areas & Practices(CS)****N/A****Comment**

EX-HS-.U - No diapered children are enrolled.

EX-HS-.H Hygiene**Met****Comment**

EX-HS-.H - Hand washing was not observed during the visit but proper hand washing rules were discussed.

EX-HS-.I Medications(CS)**N/A****Comment**

EX-HS-.I - Medication is not dispensed.

Policies and Procedures**EX-HS-.J Operational Policies & Procedures****Not Met****Finding**

Hex-s-.J(2) requires programs to conduct drills for fire, tornado, severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the Program; to have in place procedures for evacuation, relocation, shelter-in-place, lock-down, and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The program shall maintain documentation of the dates and times of these drills for two years. It was determined by a review of records, the Program did not submit evidence that fire, severe weather, and lockdown drills had been conducted as required, and the associated documentation was not maintained.

POI (Plan of Improvement)

The program will conduct the drills as required and maintain the documentation of the drills on file for two years.

Correction Deadline: 4/2/2026

Finding

EX-HS-.J1(a-i) requires the Program to establish and implement written policies and procedures that describe the Program's operations as follows: (a) The exclusion of children with contagious illness; (b) Notification of parents in the event their child becomes ill while at the facility; (c) The notification of all parents of enrolled children when a reportable contagious illness is present in the facility; (d) The prevention of and response to food and allergic reactions; (e) Emergency preparedness and response. A written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the program. The program will have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and will include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Such plan shall include assurance that no Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals; (f) The handling and appropriate disposal of bodily fluids and storage of hazardous materials (soiled clothing and bedding); (g) Recognition and reporting of child abuse and neglect; (h) A description of behavior management and discipline actions used by the program, to include the program's practices regarding the expulsion and suspension of children enrolled for care; (i) A description of the practices followed by the Center to prevent shaken baby syndrome and abusive head trauma in children up to five years of age that includes the following information: how to recognize, respond to, and report the signs and symptoms of shaken baby syndrome and abusive head trauma; strategies to assist staff members in understanding how to care for infants and how to cope with a crying, fussing, or distraught child; strategies to ensure staff members understand the brain development of children up to five years of age; and a list of prohibited behaviors when dealing with children.

It was determined based on a review of records, the Program has incomplete policies and procedures, as evidenced by noncompliance of including items a, b, c, d, f, g, h, and i.

POI (Plan of Improvement)

The Program will revise their policies and procedures to include all required information and update as needed.

Correction Deadline: 4/30/2026

EX-HS-.T Required Reporting**Met****Comment**

EX-HS-.T - The program has not had any incidents that required reporting.

Safety**EX-HS-.E Discipline(CS)****Met****Comment**

EX-HS-.E - Observed appropriate discipline on this date.

EX-HS-.S Field Trips**N/A****Comment**

EX-HS-.S - No field trips are conducted at the program.

EX-HS-.R Transportation(CS)**N/A****Comment**

EX-HS-.R - No transportation provided.

Sleeping & Resting Equipment**EX-HS-.V Safe Sleeping and Resting Requirements(CS)****N/A****Comment**

EX-HS-.V - No safe sleep policies are necessary.

Staff Records**Records Reviewed: 11****Records with Missing/Incomplete Components: 11**

Staff # 1

Not Met

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training

Staff # 2

Not Met

Date of Hire: 01/18/2006

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 3

Not Met

Date of Hire: 07/24/2023

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 4

Not Met

Date of Hire: 10/31/2007

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 5

Not Met

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours

Staff # 6

Not Met

Date of Hire: 08/01/2017

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 7

Not Met

Date of Hire: 08/05/2024

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 8

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 9

Not Met

Date of Hire: 08/07/2023

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 10

Not Met

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 11

Not Met

Date of Hire: 08/06/2018

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.P(4)-Annual Training 10 Hours

EX-HS-.D Criminal Records and Comprehensive Background Checks(CS)**Not Met****Finding**

EX-HS-.D(1) requires valid evidence of a satisfactory Fingerprint Records Check Determination be maintained at the Program for each employee and potential Director, Employee and Provisional Employee. It was determined based on a review of records, Staff #10 does not have a valid and current satisfactory Comprehensive Records Check Determination letter on file.

POI (Plan of Improvement)

The Program will ensure that every employee has a valid and current satisfactory Comprehensive Records Check Determination letter on file, and secured prior to being present at the program while any child is present for care, or before an individual age 17 or older.

Correction Deadline: 3/5/2026**EX-HS-.G First Aid & CPR(CS)****Not Met****Finding**

Hex-s.G(1)(a-b) requires (a) all Staff who provide direct care to children must obtain certification in a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid within the first 45 days of employment. Current and valid evidence of the successful completion of such training shall be maintained on the program's premises. The hours obtained completing this certification will not count towards the required annual training hours; (b) The 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. It was determined based on a review of records, nine of eleven staff members do not have evidence of the completion of pediatric CPR and first aid training.

POI (Plan of Improvement)

The Program will ensure all Staff that provide direct care to children obtain pediatric CPR and first aid training within the first 45 days of employment. The training shall be maintained on the Program's premises and must be completed by a certified or licensed health care professional or trainer that deal with the provisions of emergency care to infants and children. develop a schedule to ensure there is always a staff person with current first aid and pediatric CPR training present, and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date.

Correction Deadline: 4/30/2026

Finding

EX-HS.G(2)(a-d), requires (a) when any child is present on the premises, at least fifty percent (50%) of the caregiver staff present shall be trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. (b) There must always be one staff person present in each classroom where children are present that has current and valid pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid training. (c) During any field trip or transportation of children, there must always be a staff member present who has current evidence of the successful completion of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. (d) the Program Director must have current evidence of successful completion of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid at all times. It was determined by a review of records, 50% of the staff has not completed pediatric CPR and first aid training.

POI (Plan of Improvement)

The Program will ensure that at least (50%) of staff are trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. The Program will ensure that during any field trip or transportation of children, there must always be a staff member who is present with current evidence of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid.

Correction Deadline: 4/30/2026

EX-HS-K Personnel Records**Not Met****Finding**

Hex-s-.K(1)(a-c) requires the Program to maintain a personnel file on all Staff for the duration of the term of employment plus one calendar year, and shall contain the following: (a) identifying information to include: name, date of birth, current address and current telephone number; (b) evidence of all training required by these standards which shall include: title of training, date of training, trainer signature, location of training and number of clock hours obtained; (c) verification of a satisfactory criminal backgrounds check. It was determined based on a review of records, the Program does not maintain personnel files for eleven out of eleven staff members.

POI (Plan of Improvement)

The Program will secure required information for all Staff. The Program will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 3/31/2026

EX-HS-.N Staff Requirements**Met****Comment**

EX-HS-.N - Observed a director or person responsible for overall supervision of the program.

EX-HS-.P Staff Training**Not Met****Finding**

EX-HS-.P(2)(a-l) requires the initial orientation to include the following subjects: (a) the program's policies and procedures; (b) the portions of these rules dealing with the care, health and safety of children; (c) the staff member's assigned duties and responsibilities; (d) reporting requirements for suspected cases of child abuse, neglect or deprivation; communicable diseases and serious injuries; (e) Emergency weather plans; and the program's emergency preparedness plan; (f) childhood injury control; (g) the administered of medicine; (h) reducing the risk of Sudden Unexpected Infant Death (SUID), which includes Sudden Infant Death Syndrome (SIDS); (i) hand washing; (j) Fire safety; (k) water safety; and (l) prevention of HIV/Aids and blood borne pathogens. It was determined based on a review of records, the Program does not provide the initial orientation for new employees.

POI (Plan of Improvement)

The Program will provide orientation in all missing subjects to the employee(s) and will take steps to provide a complete orientation to new Employees in the future.

Correction Deadline: 3/31/2026

Finding

EX-HS-P(3)(a-k) requires each staff member with direct care responsibilities shall complete health and safety training and 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: (a) prevention and control of infectious diseases; (b) prevention of sudden infant death syndrome and use of safe sleeping practices; (c) administration of medication, consistent with standards for parental consent; (d) prevention of and response to emergencies due to food and allergic reactions; (e) 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; (f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment; (g) 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); (h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants; (i) precautions in transporting children (if applicable); (j) recognition and reporting of child abuse and neglect; and (k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on a review of records, eleven of eleven staff members have not completed Health and Safety orientation training.

POI (Plan of Improvement)

The Program will develop and implement a plan to schedule and track Health and Safety orientation training for all employees based on their hire dates.

Correction Deadline: 4/30/2026

Finding

Hex-s-P(4)(a-b) requires staff complete annual training (a) Every calendar year after the first year of employment, the Director, Provisional Employees and Employees shall attend ten (10) clock hours of diverse training which is offered by an accredited college, university or vocational program or other Department-approved source.

(b) The annual ten (10) clock hours of training shall include the following:

1. At least two (2) hours in evidence based, developmentally appropriate language and literacy practices;
2. At least two (2) hours in on-going child development and health and safety related topics, which could include, but not be limited to:

(i) Child development (e.g., developmental domains (cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; approaches to play and learning), discipline and guidance techniques, children with special needs);

(ii) Health (e.g., nutrition and the support of breast feeding, physical activity, prevention and control of illnesses and infectious diseases, immunizations, prevention of and response to emergencies due to food and allergic reactions, cleanliness, sanitation, and the appropriate disposal of bin contaminants);

(iii) Safety (e.g., prevention of Sudden Unexpected Infant Death (SUED) which includes Sudden Infant Death Syndrome (SIDE) and the use of safe sleeping practices, medication administration, injury control and prevention, transportation, handling and storage of hazardous materials, identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic, and emergency preparedness planning and response);

(iv) Child abuse and neglect (e.g., identification and reporting, meeting the needs of abused and/or neglected children, prevention of shaken baby syndrome, abusive head trauma and child maltreatment).

3. No more than two (2) of the required ten (10) hours in business-related topics (e.g., parental communication, recordkeeping, management, business planning). It was determined based on a review of records, eight of eleven staff members have not completed the required 10 hours of annual training.

POI (Plan of Improvement)

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

Correction Deadline: 4/30/2026

Staffing and Supervision

EX-HS-O Staff:Child Ratios and Supervision(CS)

Met

Comment

EX-HS-O - Adequate supervision observed on this date.