



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

Cover Sheet

Date: 4/13/2022 **VisitType:** Licensing Study

Arrival: 9:45 AM

Departure: 12:45 PM

CCLC-51777

Fletcher Learning Center

217 Ridge Street Locust Grove, GA 30248 Henry County
 (678) 884-5155 fletcherlearningcenter@gmail.com

Regional Consultant

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 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.
04/13/2022	Licensing Study	Good Standing	
02/11/2022	Complaint Investigation by Phone	Good Standing	
08/10/2021	POI Follow Up	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	Room A	One Year Olds and Two Year Olds	2	20	NC	23	C	NA	NA	Outside
Main	Room B	Infants and One Year Olds	2	11	C	13	C	NA	NA	Feeding,Floor Play,Nap
Main	Room C	Three Year Olds	2	22	C	31	C	NA	NA	TV
Main	Room D	Four Year Olds and Five Year Olds and Six Year Olds and Over	2	18	C	31	C	NA	NA	Art,Free Play
		Total Capacity @35 sq. ft.: 77			Total Capacity @25 sq. ft.: 0		Building @35 capacity limited by Building Department			
Total # Children this Date: 71		Total Capacity @35 sq. ft.: 77			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	138	C

Comments

Plan of Improvement: Developed This Date 04/13/2022

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.dec.state.ga.us/CCS/RuleAndRegulations.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



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@dec.state.ga.us for more information. Free technical assistance is available!

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)

Tonyah Fletcher, Program Official

Date

April Brown, Consultant

Date



Bright from the Start Georgia Department of Early Care and Learning
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Findings Report

Date: 4/13/2022 VisitType: Licensing Study

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Departure: 12:45 PM

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Technical Assistance

Technical Assistance

Please ensure children less than three years of age do not spend more than one-half hour of time consecutively in confining equipment, such as swings, highchairs, jump seats, carriers or walkers. Children shall use such equipment only when they are awake. Such children shall be allowed time to play on the floor daily. Infants shall have supervised tummy time on the floor daily when they are awake.

Correction Deadline: 4/13/2022

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

Technical Assistance

Technical Assistance

Please ensure equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over as required. The director removed the empty fish tank from classroom D on site on this date.

Correction Deadline: 4/13/2022

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

N/A

Comment

Center does not provide swimming activities at this time per the director.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

Child # 1	Met
Child # 2	Met
Child # 3	Met

Child # 4

Met

Child # 5

Met

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

Parent authorizations obtained were discussed with the director to ensure parents are completing filling in all information on the vehicle emergency medical authorization forms as required.

Correction Deadline: 2/14/2022

Corrected on 4/13/2022

Correction of citation in that the sign in and out sheets contained the parent or guardian's signature or initials as required.

Facility**591-1-1-.06 Bathrooms****Met****Comment**

Please monitor bathrooms for necessary supplies as required.

591-1-1-.19 License Capacity(CR)**Met****Comment**

Licensed capacity observed to be met by the center on this date.

591-1-1-.25 Physical Plant - Safe Environment(CR)**Not Met****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 the following hazards were accessible to children in care:

* In Classroom A, trash bags, plastic bags, and Desitin labeled, "keep out of reach of children" were located under the diaper changing table. Additionally, Desitin was also found in a child's book bag in the cubby area.

* In Classroom B, a bottle warmer with hot water, was observed sitting on bottom level of a cabinet within reach of children in care.

* In Classroom C, plastic bags, trash bags, and baby wipes labeled, "Keep out of reach of children" were observed in an unlocked closet.

* In Classroom D, all purpose cleaner and disinfectant spray labeled, "Keep out of reach of children" were observed in an unlocked closet. Additionally, rusted screws on both sides of the toilet in the bathroom were uncovered in Classroom D.

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: 4/13/2022

Technical Assistance

Please ensure that the toilet in the bathroom located on the right side of the room in Classroom C is in good repair and secured as required.

Correction Deadline: 4/13/2022

591-1-1-.26 Playgrounds(CR)**Not Met**

Finding

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined the fence surrounding the entire playground area was not in good repair as it contained rust and was detached at the top on the left side playground area. Vines and tree limbs were also protruding through the fenced area. Additionally, the fence leading to the parking lot area was closed but was not locked as required.

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use. The center will replace and or repair the fence. The fence leading to the parking lot was locked on site.

Correction Deadline: 5/13/2022

Technical Assistance

Please ensure outdoor equipment shall be free of rust that could pose as a safety hazard to children in care. Please ensure all "S" and "O" hooks connected to the climbing draw bridge is free of rust as required.

Correction Deadline: 4/23/2022

Technical Assistance

Please ensure climbing and swinging equipment has resilient surface beneath the equipment and the fall zone areas from such equipment must be adequately maintained by the Center to assure continuing resiliency. Please fluff and redistribute due to rain.

Correction Deadline: 4/23/2022

Food Service**591-1-1-.15 Food Service & Nutrition****Not Met****Finding**

591-1-1-.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies. It was determined based on a review of records four infants enrolled did not have the required infant feeding plan completed by the parent which would include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies.

POI (Plan of Improvement)

The Center Director will develop and implement a plan to obtain and post the completed feeding plan as part of the enrollment process and to have parents update the plans on a regular basis that will include center staff involved with enrollment and those working in the infant classrooms.

Correction Deadline: 4/27/2022

Finding

591-1-1-.15(7) requires that food be served according to manufacturer's instructions and recommendations. Foods that are associated with young children's choking incidents, such as, but not limited to, peanuts, hot dogs, raw carrots, popcorn, fish with bones, cheese cubes, grapes and any other food that is of similar shape and size of the trachea/windpipe shall not be served to the children less than four (4) years of age. Children older than four (4) years of age may be served these foods provided that the foods are cut in such a way as to minimize choking. Food shall not be accessible or served to children until it has been chopped, diced, cut or mashed and is appropriate for each child's age and individual eating, chewing and swallowing ability. It was determined based on a review of records grapes and "lil smokies" were on the menu and served to children under the age of four-years-old.

POI (Plan of Improvement)

The Center will train Staff and monitor food served and accessible to children to ensure that the food does not present a choking hazard.

Correction Deadline: 4/22/2022

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

Kitchen appears clean and well organized on this date.

Health and Hygiene**591-1-1-.10 Diapering Areas & Practices(CR)****Not Met****Finding**

591-1-1-.10(4) requires that if diapers are changed on a diaper changing surface, the surface shall be smooth, nonporous, and equipped with a guard or rails to prevent falls. Between each diaper change, the diaper changing surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined that the diaper changing surface in Classroom B was not smooth and nonporous as required.

POI (Plan of Improvement)

The Center will ensure there is a smooth, nonporous changing surface that has a guard or rails for safety in each classroom that houses children wearing diapers. Center Staff will be trained and have adequate supplies to properly clean the diaper changing surface between each diaper change.

Correction Deadline: 4/13/2022

Technical Assistance

Please ensure Center Staff keep any items which might harm a child out of a child's reach as required.

Correction Deadline: 4/13/2022

591-1-1-.17 Hygiene(CR)**Met****Comment**

Staff were observed to remind children to wash hands on this date.

591-1-1-.20 Medications(CR)**N/A****Comment**

The center currently does not dispense or administer medication at this time per the director.

Policies and Procedures**591-1-1-.21 Operational Policies & Procedures****Met****Comment**

Program observed to have completed emergency drills as required for 2021 on this date.

591-1-1-.29 Required Reporting**Met****Comment**

Discussed reporting requirements with the director on this date.

Safety**591-1-1-.05 Animals****N/A****Comment**

Center does not keep animals on premises at this time.

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

Age-appropriate discussion and redirection was observed and discussed with staff members and the director on this date.

591-1-1-.13 Field Trips(CR)**N/A****Comment**

Center does not participate in field trips at this time per the director.

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 records the annual inspection forms for vehicles with tag numbers ending in W7194 and U0346 were expired as they were documented as being completed on January 11, 2021.

POI (Plan of Improvement)

The Center will obtain the annual vehicle inspection.

Correction Deadline: 4/29/2022

Finding

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined that vehicle with tag number ending in W7194 and U0346 had exposed foam in the ceiling. In vehicle with tag number ending in U0346, the middle seat was torn with exposed foam, jumper cables were accessible and trash was observed throughout the vehicle.

POI (Plan of Improvement)

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

Correction Deadline: 4/14/2022

Technical Assistance

Please continue to monitor and document travel time that exceeds forty-five minutes on each trip between the Center and destination unless accompanied by the Parent and excluding field trips.

Correction Deadline: 4/14/2022

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position with the director and infant staff members on this date.

Finding

591-1-1-.30(1)(a)1. requires that cribs be in good repair and free of hazards. Stack cribs and cribs with drop sides shall not be used. It was determined five cribs were not in good repair as the cribs were observed to have chipped wood along the top railings of the cribs.

POI (Plan of Improvement)

The Center will remove cribs that are not in good repair or that are hazardous and will always provide a crib that is in good repair and is free of hazards for each infant. Stack cribs and cribs with drop sides will not be used.

Correction Deadline: 4/29/2022

Finding

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags. It was determined blankets were not stored properly in that they were observed to be located in the closet touching each other in Classroom C and Classroom D.

POI (Plan of Improvement)

The Center will store cots and mats so children do not have access to them and they don't take up play space and will store them so each child's bedding is separate from the others.

Correction Deadline: 4/13/2022

Staff Records	
Records Reviewed: 12	Records with Missing/Incomplete Components: 7
Staff # 1	Met
Date of Hire: 02/28/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 2	Met
Date of Hire: 01/27/2020	
Staff # 3	Not Met
Date of Hire: 11/12/2021	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 4	Met
Date of Hire: 02/25/2021	
Staff # 5	Not Met
Date of Hire: 01/14/2022	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 6	Not Met
Date of Hire: 10/29/2019	
<u>"Missing/Incomplete Components"</u>	
.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 7	Not Met
Date of Hire: 10/29/2019	
<u>"Missing/Incomplete Components"</u>	
.33(4)-Food Prep Training Missing 4 hrs.	
Staff # 8	Not Met

Records Reviewed: 12**Records with Missing/Incomplete Components: 7**

Date of Hire: 10/29/2019

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

Staff # 9

Met

Date of Hire: 04/08/2022

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

Staff # 10

Not Met

Date of Hire: 11/12/2021

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 11

Not Met

Date of Hire: 10/29/2019

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

Staff # 12

Met

Date of Hire: 01/21/2021

Staff Credentials Reviewed: 4

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

Criminal record checks were observed to be complete on this date.

Comment

Director provided four files for employees hired since the last visit which was completed on August 10, 2021.

591-1-1-.14 First Aid & CPR**Not Met****Comment**

Please replace/add missing/expired item(s) in first aid kit(s) on all vehicles used in transporting children as required.

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 a review of records at least 50% of the caregiver staff did not complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid as required.

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. The director reported that the next available first aid and cpr clas would be completed by May 31, 2021; therefore the deadline was extended to this date.

Correction Deadline: 5/31/2022

Comment

Please ensure completed orientation checklists are documented and signed as required.

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 three staff members did not complete the 10 hour Health and Safety training within the first 90 days of employment as required.

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: 5/13/2022

Comment

Discussed: Health and Safety Training is required for each staff member with direct care responsibilities within 90 calendar days of their hire date.

Technical Assistance

Please ensure within the first year of employment, the Director and person with primary responsibility for food preparation shall complete four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage as required. The director and other staff persons responsible for cooking will complete the four hour BFTS approved training by May 6, 2022.

Correction Deadline: 5/13/2022

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 a review of records three staff members and the director did not complete 10 hours of annual training for 2021 as required.

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: 5/13/2022

591-1-1-.31 Staff(CR)**Technical Assistance****Comment**

Staff observed to be compliant with applicable laws and regulations on this date.

Technical Assistance

Please ensure that newly hired teachers who do not possess the educational and qualifying child care experience requirements 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.

Correction Deadline: 4/13/2022

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR)**Not Met****Finding**

591-1-1-.32(2) requires the Center maintain Staff:child ratios in mixed-age groups based on the age of the youngest group of children that includes more than twenty percent of the total number of children in the mixed-age group. It was determined that on April 13, 2022 there were two staff members in a classroom with 17 one-year-old children and three, two-year-old children instead of three staff members in order to maintain appropriate staff:child ratios.

POI (Plan of Improvement)

The Center will provide adequate staff when there is a mixed-age group.

Correction Deadline: 4/13/2022

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

Adequate supervision observed on this date. Consultant discussed new revision to the supervision rule which states: Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger.