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: 2/27/2025 **VisitType:** Licensing Study **Arrival:** 10:05 AM **Departure:** 3:40 PM

CCLC-35615
Childcare Network #231
1395 Flat Shoals Rd. Conyers, GA 30013 Rockdale County
(770) 922-1903 cni231@childcarenetwork.com

Regional Consultant
Cassandra Jakes-Beasley
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Mailing Address
Same

Quality Rated: ★ ★

Compliance Zone Designation		
02/27/2025	Licensing Study	Good Standing
04/01/2024	Complaint Closure	Good Standing
04/01/2024	Complaint Investigation & 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	1 Rt GA PK (B)	GA PreK	2	16	C	20	C	NA	NA	Centers
Main	1L Inf- 1 Year	Infants and One Year Olds	3	7	C	16	C	NA	NA	Nap,Feeding
Main	2L 1 Year	Two Year Olds	2	10	C	23	C	NA	NA	Floor Play
Main	Back Left 2 years	One Year Olds	1	3	C	16	C	NA	NA	Floor Play
Main	Far Back Rt (C)	Five Year Olds and Six Year Olds and Over	2	13	C	31	C	NA	NA	Free Play,Snack
Main	Middle Left 3 yrs	Three Year Olds	1	10	C	20	C	NA	NA	Outside,Floor Play
Main	Middle Rt GA PK(A)	Three Year Olds	1	11	C	21	C	NA	NA	Outside
		Total Capacity @35 sq. ft.: 147			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 70		Total Capacity @35 sq. ft.: 147			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Far Left Back Playground	64	C
Main	Far Left Front Playground	42	C
Main	Left Playground	32	C

Enrolled Children						
Under 1 years	**1 years**	**2 years**	**3 years**	**4 years**	**5 years (Prekonly)**	**5 years and older**
5	7	13	11	11	6	18

Comments
A Licensing Study was conducted on February 28, 2025. Backgrounds checks and children records were reviewed. The Consultant completed the exit conference, and a copy of the visit report was emailed to the Director.

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 a1 855-800-7747 or qualityrated@decal.ga.gov **for more information. Free techincal assistance is available!**

(Findings Report)

Date: 2/27/2025 **VisitType:** Licensing Study **Arrival:** 10:05 AM **Departure:** 3:40 PM

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Mailing Address
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The following information is associated with a Licensing Study:

Activities and Equipment

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met
Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met
Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met
Date of Hire: 02/25/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Comment
Discussed adding equipment and toys to enhance variety.

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

Comment
Center does not provide swimming activities.

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

Children's Records

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Records Reviewed: 13	Records with Missing/Incomplete Components: 3

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Records Reviewed: 5	Records with Missing/Incomplete Components: 1

Child # 5 Not Met

"Missing/Incomplete Components"

.08(2)-Immunization

591-1-1-.08 Children's Records **Not Met**

Finding

591-1-1-.08(2) requires Center Staff to maintain a file for each child that includes evidence of age-appropriate immunizations or a signed affidavit against such immunizations for each child enrolled in the center on a form approved by the Department, and to allow no child to continue enrollment in the Center for more than thirty (30) days without such evidence. It was determined based on review of records there was no evidence of age-appropriate immunizations or a signed affidavit against such immunizations for child # 5.

POI (Plan of Improvement)

Center staff will have and use a plan to track immunization forms for all enrolled children and to ensure the form or affidavit are obtained from the parent or guardian within 30 days of enrollment. Parents will be informed their child cannot remain enrolled in the center without this documentation.

Correction Deadline: 3/9/2025

Facility

Records Reviewed: 13	Records with Missing/Incomplete Components: 3

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Records Reviewed: 13	**Records with Missing/Incomplete Components: 3**
Date of Hire: 02/25/2025	Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.06 Bathrooms **Not Met**

Finding
591-1-1-.06(4) requires a Center first licensed after March 1, 1991, and Centers that remodel or add to existing plumbing facilities, to have the bathroom area fully enclosed and ventilated to the outside of the building with either an open screened window or functioning exhaust fan and duct system and requires Centers without fully enclosed bathrooms to ensure there is adequate ventilation to control odors and adequate sanitation measures to prevent the spread of contagious diseases. It was determined based on observation the vent was inoperable in the 2L classroom.

POI (Plan of Improvement)
The Center will fully enclose and ventilate bathroom areas, as required, and will provide adequate ventilation and sanitation in bathrooms that are not fully enclosed.

Correction Deadline: 3/29/2025

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 ensure that staff members do not prop the doors leading to the outdoor play areas.

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

Technical Assistance
591-1-1-.25(11) - The Consultant discussed with the person in charge that all floor coverings be tight, smooth, free of odors and washable or cleanable.

Correction Deadline: 3/29/2025

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 in 1 Rt GA Pre K (B) classroom there was a bottle of odor ban, a screw driver and adult scissors in a plastic storage unit on top of a cubicle.

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: 2/27/2025

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 there was water stains on the ceiling in the girl's restroom and the flooring material was sticky with brown stains in the 2L classroom and the flooring material was sticky with a brown substance in front of the sink in the Back Left classroom.

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: 2/27/2025

Finding
591-1-1-.25(8) requires protective caps on all unused electrical outlets within children's reach and requires that electrical outlets in use be made inaccessible to children. It was determined based on observation there were five electrical outlets without a cover in the Far back middle classroom.

POI (Plan of Improvement)
The Center will train Staff to check outlets and replace protective caps when needed and identify and monitor how outlets in use are inaccessible to children.

Correction Deadline: 2/27/2025

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

Comment
Discussed maintenance of resilient surface. Please fluff and redistribute. In addition, please remove the excess leaves and pinecones on the play ground .

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 based on observation there was four inch gap at the bottom of the gate on the front right side of playground.

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.

Correction Deadline: 2/27/2025

Correction Deadline: 4/11/2024

Corrected on 2/27/2025
.26(6) - Previous citation corrected in that all swings were in good repair.

Food Service

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Finding
591-1-1-.15(3) requires baby bottles and formula to be labeled with the individual child's name; supplied by the Parent daily in bottles; and refrigerated at a temperature of forty (40) degrees Fahrenheit or less. Only the current day's formula or breast milk shall be served. If formula must be provided by the Center, only commercially prepared, ready-to-feed formula shall be used. Refrigerated or frozen breast milk shall only be heated or thawed under warm running water or in a container of warm water. It was determined based on observation at least ten bottles were not labeled with the child's first and last names.

POI (Plan of Improvement)
The Center will train Staff to follow the required procedures, ensure that parents are fully informed, and will review and monitor regularly.

Correction Deadline: 2/27/2025

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

Comment
Kitchen appears clean and well organized.

Health and Hygiene

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Comment
Staff state proper knowledge of diapering procedures.

591-1-1-.17 Hygiene(CR) **Not Met**

Finding
591-1-1-.17(6) requires garbage and organic waste to be stored in containers that are lined with plastic liners and have tight-fitting covers. Trash and garbage shall be removed from the building daily or as often as necessary to maintain the premises in a clean condition. It was determined based on observation there was no lid on the trash can in the 2L classroom and in the Far Back right classroom.

POI (Plan of Improvement)
The Center will provide the required containers and implement a plan to ensure that trash and garbage are taken out daily, or more often, if needed.

Correction Deadline: 2/27/2025

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

Comment
The Provider currently does not dispense/administer medication.

Policies and Procedures

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

Records Reviewed: 13	Records with Missing/Incomplete Components: 3

.33(3)-Health & Safety Certificate

Staff # 7 — Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 — Not Met

Date of Hire: 02/25/2025 — Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.21 Operational Policies & Procedures — **Not Met**

Finding
591-1-1-.21(3) requires that the Center conduct drills for fire, tornado 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 Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on review there was no evidence that the Center conducted drills for fire, tornado and other emergency situations for the 2024 calendar year and the month of January 2025.

POI (Plan of Improvement)
The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 3/4/2025

Safety

Records Reviewed: 13	Records with Missing/Incomplete Components: 3

Staff # 4 — Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 — Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 — Not Met

Date of Hire: 02/25/2025 — Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.05 Animals — **Met**

Comment
Center does not keep animals on premises.

591-1-1-.11 Discipline(CR) — **Met**

Correction Deadline: 4/1/2024

Corrected on 2/27/2025
.11(2) - Previous citation corrected in that appropriate child guidance techniques were observed.

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

Comment
Center does not participate in field trips at this time.

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

Comment
A current/completed inspection was observed for all vehicles used in transporting children this date.

Comment
Complete documentation of transportation observed.

Comment
The vehicle had an approved fire extinguisher and first aid kit on this date.

Finding
591-1-1-.36(4)(f)1. requires that all transported children be secured in a child passenger restraining system or seat safety belt in accordance with current state and federal laws and regulations and according to manufacturer's directions. It was determined based on observation three of the seat belts latches on Bus # 9847 could not be adjusted.

POI (Plan of Improvement)
The Center will ensure that manufacturer directions and state and federal laws are met when using child passenger restraining systems and seat safety belts.

Correction Deadline: 2/28/2025

Sleeping & Resting Equipment

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.30 Safe Sleeping and Resting Requirements(CR) **Technical Assistance**

Comment
Discussed SIDS and infant sleeping position.

Technical Assistance
591-1-1-.30(1)(a)2 - The Consultant discussed with the person in charge that all crib mattresses are required to be firm, tight-fitting without gaps, at least 2 inches thick and covered with a waterproof, washable material.

Correction Deadline: 2/27/2025

Staff Records

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Not Met

Comment

Director provided [5] file(s) for employees hired since last visit.

Finding

591-1-1-.09(1)(k) requires that for portability for Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination or a satisfactory Comprehensive Records Check Determination letter issued by the Department for a Student-in-Training if the individual’s Records Check Clearance Date is within the preceding 24 months from the hire date, the Center has verified and maintains evidence on file at the Center that the Student-in-Training is currently enrolled in a high school recognized by the Department of Education or an early education curriculum through an accredited school of higher education, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined that the most recently issued determination letter for staff # 9 was not electronically ported as required.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will ensure that only the most recently issued determination letter is electronically ported for Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination or a satisfactory Comprehensive Records Check Determination letter issued by the Department for a Student-in-Training if the individual’s Records Check Clearance Date is within the preceding 24 months from the hire date, the Center has verified and maintains evidence on file at the Center that the Student-in-Training is currently enrolled in a high school recognized by the Department of Education or an early education curriculum through an accredited school of higher education, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will to ensure CRC rules are maintained.

Correction Deadline: 2/27/2025

591-1-1-.09 Criminal Records Check(CR) Met

Comment

Criminal records checks were observed to be complete.

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

Comment

Please replace/add missing/expired item(s) in first aid kit(s).

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 the center did not have evidence of at least fifty percent (50%) of the caregiver Staff with current biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in 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: 3/29/2025

591-1-1-.24 Personnel Records **Technical Assistance**

Technical Assistance
591-1-1-.24(1) - The Consultant discussed with the person in charge that the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation.

Please ensure that all employment applications are complete with all required information and signed by the staff member.

Correction Deadline: 3/4/2025

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 staff records staff # 4 an # 5 did not complete the 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: 3/29/2025

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

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

Records Reviewed: 13 **Records with Missing/Incomplete Components: 3**

Staff # 4 Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 07/17/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 02/25/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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
Adequate supervision observed on this date.