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: 9/9/2024 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 10:25 AM **Departure:** 5:10 PM

CCLC-56441
Watch Me Grow Learning Place
500 E. Martin Luther King Jr Drive Valdosta, GA 31601 Lowndes County
(229) 262-2967 wmglearning4@gmail.com

Regional Consultant
Lindsey Ray
Phone: (404) 478-4441
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Mailing Address
Same

Quality Rated: ★ ★

Compliance Zone Designation		
09/09/2024	Complaint Investigation & Monitoring Visit	Good Standing
08/21/2023	Complaint Investigation & Licensing Study	Good Standing
07/18/2023	Complaint Closure	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	Room A	One Year Olds and Two Year Olds	2	10	C	17	C	NA	NA	Circle Time,Diapering, Lunch
Main	Room B	Infants	2	7	C	10	C	NA	NA	Nap,Feeding,Floor Play,Diapering
Main	Room C	Two Year Olds	2	12	NC	11	NC	NA	NA	Transitioning,Free Play
Main	Room D	One Year Olds and Three Year Olds and Four Year Olds	3	24	C	28	C	NA	NA	Circle Time,Floor Play,Nap
Main	Room E		0	0	C	26	C	NA	NA	
		Total Capacity @35 sq. ft.: 92			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 53		Total Capacity @35 sq. ft.: 92			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	72	C

Enrolled Children						
Under 1 years	**1 years**	**2 years**	**3 years**	**4 years**	**5 years (Prekony)**	**5 years and older**
8	10	24	10	15	0	21

Comments
The purpose of today's visit was to conduct a monitoring visit and complaint investigation.

Plan of Improvement: No Plan Developed

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!**

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(Findings Report)

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The following information is associated with a Monitoring Visit:

Activities and Equipment

591-1-1-.03 Activities **Met**

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.03(2) - This citation was observed to be corrected on this date. Consultant observed complete lesson plans in the infant classroom.

591-1-1-.12 Equipment & Toys(CR) **Not Met**

Finding
591-1-1-.12(4) requires that 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. It was determined based on observation that in the two year old classroom a TV was not properly secured to the top of the bookcase it was sitting on causing potential tipping hazard.

POI (Plan of Improvement)
The Center will ensure that the identified equipment or furniture and any other such existing or future items are secured adequately and will have a system for checking these for stability.

Correction Deadline: 9/9/2024

591-1-1-.35 Swimming Pools & Water-related Activities(CR) **N/A**

Comment
Center does not provide swimming activities.

Children's Records

Records Reviewed: 5 **Records with Missing/Incomplete Components: 3**

Child # 1 Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers

Child # 3 Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers

Child # 4 Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers,.08(3)-Address of Release Person Missing

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

Finding
591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, intellectual disabilities or developmental disabilities which limit the child's participation in the program. It was determined based on a review of children's enrollment records that Child # 1 was missing Parent Work Numbers, Child # 3 was missing Parent Work Numbers, and Child # 4 was missing parent Work Numbers and address of Release Person Missing.

POI (Plan of Improvement)
Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

Evening Care

591-1-1-.32 Staffing/Supervision(CR) **Met**

Comment
No evening care hours provided

Facility

591-1-1-.19 License Capacity(CR) **Not Met**

Finding
591-1-1-.19(1) requires a Center to provide 35 square feet of usable space per child, which will determine the Center's License capacity. It was determined based on observation that twelve children were present in classroom C (two year old room) which exceeded the maximum license capacity of eleven.

POI (Plan of Improvement)
The Center will limit the number of children in this space to the licensed capacity.

Correction Deadline: 9/9/2024

591-1-1-.25 Physical Plant - Safe Environment(CR) **Not Met**

Finding
591-1-1-.25(11) requires that floor coverings be tight, smooth, free of odors and washable or cleanable. It was determined based on consultant's observation that in classroom A there was a green rug in the front right corner that was not tight and smooth.

POI (Plan of Improvement)
Floors will be maintained to be safe and sanitary.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

Finding
591-1-1-.25(12) requires heating and cooling equipment to be protected to prevent children from touching it. Fans, space heaters, etc. shall be positioned or installed so as to be inaccessible to the children. It was determined based on observation that in classroom D (one year old room) that a large metal fan was sitting on the floor next to the changing table in an area accessible to the children.

POI (Plan of Improvement)
The Center will re-position or re-install equipment, as needed, and will make all such equipment inaccessible to children.

Correction Deadline: 9/9/2024

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 in classroom C, a bottle of hand sanitizer and a pack of wipes were sitting on top of the changing table accessible to the children. The bathroom in classroom C had Lysol sitting next to the sink and under the sink in an unlocked cabinet.

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: 9/9/2024

Finding
591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on observation that the wall between classroom D and classroom E on the after school side, had a hole in the drywall exposing dust and a metal grate underneath.

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: 9/9/2024

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

Correction Deadline: 8/31/2023

Corrected on 9/9/2024
.26(7) - This citation was observed to be corrected on this date. Consultant observed the play structure to be removed from the playground.

Finding
591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that the following hazards were observed to be present on the playground:
-on the window to the right of the back door, a thin metal casing for a screen was damaged and protruding from the window
-torn window screens exposing sharp metal edges were observed on the window to the left of the air conditioner unit and on three windows on the playground on the left
-the exterior door to the after school room had splintered wood along the door frame and exposed foam underneath.
-on the playground to the left, exposed rebar underneath the green and yellow structure with a blue slide posed a tripping hazard and had sharp edges
-on the playground to the left landscape fabric was exposed close to the tricycle merry go round posing a tripping hazard
-trash that included Styrofoam cups and empty Go-Gurt tubes.

POI (Plan of Improvement)
The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 9/9/2024

Food Service

591-1-1-.15 Food Service & Nutrition **Met**

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.15(2) - This citation was observed to be corrected on this date. Consultant observed feeding plans posted for all children present.

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.15(3) - This citation was observed to be corrected on this date. Consultant observed refrigerator temperature to be less than forty degrees Fahrenheit.

Health and Hygiene

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

Comment
Proper diapering procedures observed.

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

Finding
591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on observation that a child in the two year old room did not wash their hands after diapering.

POI (Plan of Improvement)
The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 9/9/2024

Finding
591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on observation that a staff member in the two year old classroom did not wash their hands after diapering a child.

POI (Plan of Improvement)
The Center will ensure liquid soap and warm running water are available for handwashing, train Staff on the handwashing requirements, review the requirements with Staff periodically, and monitor handwashing.

Correction Deadline: 9/9/2024

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

Comment
The Provider currently does not dispense/administer medication.

Organization

591-1-1-.16 Governing Body & License **Not Met**

Finding
591-1-1-.16(f) requires the Center to submit an application for an amended License at least 30 days prior to a change if there is a change in the name of the program or Center, changes in the ages of the children to be served, an increase in the regular hours of operation such that the Center would be providing evening or night-time care in addition to day-time care, changes in the services provided, or additions to or changes in the use of the building by the licensed Center. If an emergency situation arises which makes it impossible to give thirty (30) days' notice, the management of the Center shall notify the Department by telephone and shall submit an application for an amended License as soon as management becomes aware of the change that will be necessitated by the emergency situation. In no case, however, shall a new owner operate the Center without first securing a new License or Permit from the Department. It was determined based on observation that a wall had been built to divide classroom D into two rooms. The ages of the children served in that room was changed to add one year olds and create a diapered classroom with no amendment submitted for the changes to the classroom.

POI (Plan of Improvement)
An application for amendment and all necessary documentation will be submitted.

Correction Deadline: 9/13/2024

Policies and Procedures

591-1-1-.27 Posted Notices **Met**

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.27 - This citation was observed to be corrected on this date. Consultant observed menus posted.

Safety

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

Comment
Age-appropriate discussion and/or redirection observed.

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

Finding
591-1-1-.36(3)(a-b) requires any Center that provides any type of transportation to obtain two (2) hours of state-approved or state-accepted transportation training, biannually, for the Director and for each person responsible for or who participates in the transportation of children. The training shall include, but is not limited to, a review of the transportation rules, a review of approved transportation forms and procedures, and instruction on the usage and completion of the forms and procedures. This training may be counted as part of the annual training requirements for Staff. It was determined based on a review of transportation records and that the one staff who drive the vehicles do not have current transportation training.

POI (Plan of Improvement)
The Center will ensure that the Director, Center Staff, and any person responsible for the transportation of children has completed the required transportation training.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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 staff statements and a review of transportation forms that there was no annual vehicle inspection on file for the two vehicles currently in use. The inspection on file expired August 25, 2024.

POI (Plan of Improvement)
The Center will obtain the annual vehicle inspection.

Correction Deadline: 9/9/2024

Recited on 9/9/2024

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 based on observation that the van used for transportation with tag number SCS4593 had a loose rubber stripping that posed a tripping hazard to the children entering and exiting 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: 9/10/2024

Finding
591-1-1-.36(6) requires written Parental authorization for routine transportation provided by or on behalf of the Center. Written authorization must include the routine pick-up location, routine pick-up time, routine delivery location, routine delivery times and the name of any person authorized to receive the child. It was determined based on a review of transportation records the two children were transported between the dates of August 26, 2024 and September 9, 2024 with no parental authorization provided. One child was transported from Sallas Mahone Elementary to the daycare and one was transported from W.G. Nunn to the daycare.

POI (Plan of Improvement)
The Center will obtain the required written parental authorization.

Correction Deadline: 9/10/2024

Finding
591-1-1-.36(7)(b) requires that an emergency medical information record be maintained in the vehicle for each child being transported. The emergency medical information record for each child shall include a listing of the child's full name, date of birth, allergies, special medical needs and conditions, current prescribed medications that the child is required to take on a daily basis for a chronic condition, the name and telephone number of the child's doctor, the local medical facility that the Center uses in the area where the Center is located and the telephone numbers where the Parents can be reached. It was determined based on a review of transportation records the two children were transported between the dates of August 26, 2024 and September 9, 2024 with no emergency medical information maintained on the vehicle. One child was transported from Sallas Mahone Elementary to the daycare and one was transported from W.G. Nunn to the daycare.

POI (Plan of Improvement)
The Center will obtain a complete emergency medical information record for each child that is transported and maintain a copy on the vehicle.

Correction Deadline: 9/10/2024

Finding
591-1-1-.36(8) restricts a child's travel time to forty-five minutes on each trip between the Center and destination unless accompanied by the Parent and excluding field trips. It was determined based on a review of transportation records that on August 27, 2024 children were loaded at Dewar Elementary School at 2:36 pm and were not unloaded at the daycare until 3:30 pm exceeding the forty-five minute travel time.

POI (Plan of Improvement)
The center will ensure that the travel time is no more than forty-five minutes on each trip.

Correction Deadline: 9/10/2024

Sleeping & Resting Equipment

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

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.30(1)(b)2 - This citation was observed to be corrected on this date. Consultant observed all cots to be labeled and marked for individual use.

Technical Assistance
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. Please ensure that all cots are stored properly.

Correction Deadline: 9/9/2024

Staff Records

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

Finding
591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on observation that a therapist was present working with a three year old child in classroom D who had not submitted a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. 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 ensure the CRC rules are maintained.

Correction Deadline: 9/9/2024

Finding
591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on observation and review of records that a therapist was present in classroom D working with a three year old child who did not have a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the center.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. 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 ensure the CRC rules are maintained.

Correction Deadline: 9/9/2024

591-1-1-.14 First Aid & CPR **Met**

Correction Deadline: 9/20/2023

Corrected on 9/9/2024
.14(1) - This citation was observed to be corrected on this date. Consultant observed CPR and First Aid verification for at least fifty percent of staff.

Correction Deadline: 8/31/2023

Corrected on 9/9/2024
.14(3) - This citation was observed to be corrected on this date. Consultant observed complete First Aid kits.

591-1-1-.24 Personnel Records **Not Met**

Finding
591-1-1-.24(1) requires 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; It was determined based on a review of employee records that Employees No. 41, 81 and 82 do not have a complete ten year work history on file. Employees No. 41 and 47 were missing the date and signature of person providing orientation.

POI (Plan of Improvement)
The Center will secure required information for all Personnel. The Center 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: 9/10/2024

Recited on 9/9/2024

591-1-1-.33 Staff Training **Not Met**

Finding
591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined based on a review of employee records that staff No. 32 not have evidence of orientation on file.

POI (Plan of Improvement)
The Center will develop and provide orientation for all new Staff prior to their staff's assignment to children or task.

Correction Deadline: 9/10/2024

Recited on 9/9/2024

591-1-1-.31 Staff(CR) **Not Met**

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.31(2)(b)2. - This citation was observed to be corrected on this date. Consultant observed documentation that meet academic requirements for Lead Teachers.

Finding
591-1-1.31(2)(b)3.(iii) requires the Center to maintain the lead teacher's professional development plan in the file and available for inspection by Department staff upon request. It was determined based on review of employee records and staff statements that the Lead Teacher in three of the classrooms do not have a professional development plan on file that shows progress toward completion of CDA credentials. According the the director, all staff have completed the course requirements for CDA credentials and are waiting to take the final exam.

POI (Plan of Improvement)
The Center will maintain professional development plans in the staff file and make the plan available upon the Department's request.

Correction Deadline: 10/31/2024

Recited on 9/9/2024

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.31(2)(c) - This citation was observed to be corrected on this date. Consultant observed a different lead teacher in the infant classroom and observed verification that she was working towards a CDA credential.

Staffing and Supervision

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

Comment
Adequate supervision observed on this date.

The following information is associated with a Complaint Investigation Visit:

Staffing and Supervision

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

Correction Deadline: 8/21/2023

Corrected on 9/9/2024
.32(1) - This citation was observed to be corrected on this date. Consultant observed appropriate ratios in all classrooms.