



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: 12/8/2025 VisitType: Licensing Study

Arrival: 10:00 AM Departure: 5:15 PM

CCLC-2865  
Kids 'Kademy, Inc.  
2982 Woodrow Drive Lithonia, GA 30038 DeKalb County  
(770) 484-0862

Intake Unit Lead  
Juande Sanders  
Phone: ()  
Fax:  
juande.sanders@decal.ga.gov  
Joint with: Jacquelyn Sims

Mailing Address  
Same

Quality Rated: ★ ★

| <u>Compliance Zone Designation</u> |                 |               | <b>Compliance Zone Designation</b> - 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.<br><br><b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.<br><b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.<br><b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules. |
|------------------------------------|-----------------|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12/08/2025                         | Licensing Study | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 08/13/2025                         | TA Follow Up    | NA            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 07/24/2025                         | TA Follow Up    | NA            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                    |                 |               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

Ratios/License Capacity

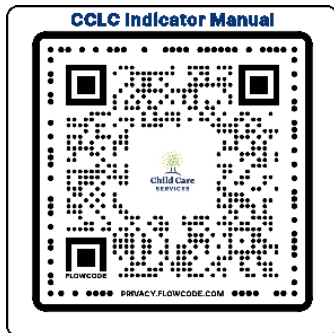
| Building                       | Room                     | Age Group                       | Staff                          | Children | NC/C | Max 35 SF. | 35 SF. Comp. | Max 25 SF. | 25 SF. Comp. | Notes                |
|--------------------------------|--------------------------|---------------------------------|--------------------------------|----------|------|------------|--------------|------------|--------------|----------------------|
| Main                           | A- Entrance-             | Three Year Olds                 | 1                              | 5        | C    | 16         | C            | NA         | NA           | Lunch,Free Play      |
| Main                           | B-1st Right-2 y/o        | Infants and One Year Olds       | 2                              | 5        | C    | 15         | C            | NA         | NA           | Floor Play,Art,Lunch |
| Main                           | C 1st Right-Back-Infants | One Year Olds and Two Year Olds | 1                              | 6        | C    | 11         | C            | NA         | NA           | Free Play,Lunch,Art  |
| Main                           | D-Downstairs3+           |                                 | 0                              | 0        | C    | 16         | C            | NA         | NA           |                      |
| Main                           | E- Downstairs- A/S       |                                 | 0                              | 0        | C    | 27         | C            | NA         | NA           |                      |
| Total Capacity @35 sq. ft.: 85 |                          |                                 | Total Capacity @25 sq. ft.: 0  |          |      |            |              |            |              |                      |
| Total # Children this Date: 16 |                          |                                 | Total Capacity @35 sq. ft.: 85 |          |      |            |              |            |              |                      |
|                                |                          |                                 | Total Capacity @25 sq. ft.: 0  |          |      |            |              |            |              |                      |

| Building | Playground        | Playground Occupancy | Playground Compliance |
|----------|-------------------|----------------------|-----------------------|
| Main     | Infant Playground | 5                    | C                     |
| Main     | Playground        | 117                  | C                     |

| Enrolled Children |         |         |         |         |                    |                   |
|-------------------|---------|---------|---------|---------|--------------------|-------------------|
| Under 1 years     | 1 years | 2 years | 3 years | 4 years | 5 years (Prekonly) | 5 years and older |
| 2                 | 8       | 7       | 13      | 9       | 2                  | 46                |

Comments

There are 60 confirmed subsidized children.



For additional information regarding any licensing topics discussed during this visit, please consult the Rules and Regulations Indicator Manual. This manual provides comprehensive clarification of each rule, including evaluation indicators, related best practices, and relevant considerations to support your program's continued and sustained compliance.

To access the Indicator Manual, please scan the QR code below or visit our website at <https://www.dec.al.ga.gov/CCS/RulesAndRegulations.aspx>.

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.al.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](http://www.decalkoala.com) with the userid for your program
- 2) On the home page scroll down to the Inspection Reports and select 'Refute Citation' for the visit report in dispute
- 3) Select the specific rule number(s) that you are refuting, add the reason for disagreement regarding the rule citation, and upload supporting documentation
- 4) Submit the refutation in DECAL KOALA to Child Care Services (CCS) within 10 business days of the completion date.

Your refutation will be forwarded to the appropriate CCS manager, who will follow up with you about your concerns. If you have any questions about this process, contact our office at 404-657-5562.

Bright from the Start recommends that all licensed child care providers carry liability insurance coverage sufficient to protect its clients. If you do not have this liability insurance, you are required to post a notice with ½ inch letters in a conspicuous location in the program, notify the parent or guardian of each child in care in writing, obtain their signature to acknowledge receipt and maintain this written acknowledgment on file at the program at all times while the child attends the program and for 12 months after the child's last date of attendance. (O.C.G.A. Section 20-1A-4)

#### Important Quality Rated/CAPS Update:

As January 1, 2022, child care providers must be Quality Rated to receive Childcare and Parent Services (CAPS). Newly licensed, or new to CAPS providers may be eligible for the new CAPS/QR Provisional Status, allowing for scholarships while working toward a star rating.

Contact the Quality Rated help desk at 855-800-7747 or [qualityrated@dec.al.ga.gov](mailto:qualityrated@dec.al.ga.gov) for more information. Free technical assistance is available!



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Summary Report

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Met

Comment

Age-appropriate activities observed throughout the center.

Comment

Lesson Plans were observed to be posted and reflected the current weeks activities in each classroom.

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

Met

Comment

A variety of equipment and toys were observed throughout the center on this date.

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

Met

Comment

Center does not provide swimming activities.

Facility

591-1-1-.06 Bathrooms

Met

Comment

The Consultant spoke with the Director and asked that Staff keep a watch of ventilation and ensure that they are free of dust. Vents were observed to be cleaned by the Director on this date.

591-1-1-.19 License Capacity(CR)

Met

Comment

Documentation of the Center's roster count noted 87 children to be enrolled.

591-1-1-.25 Physical Plant - Safe Environment(CR)

Met

Comment

No hazards observed accessible to children on this date.

Comment

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

591-1-1-.26 Playgrounds(CR)

Not Met

Comment

Inclement weather was observed on this date.

The Consultant asked that resilient surfacing material be fluffed and spread before allowing children access.

**Comment**

Trees located on the site or that encroach onto the site from adjacent properties may have structural issues that present an elevated level of risk. Consider having these trees inspected by a certified arborist to determine their structural integrity and associated levels of risk.

**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 that the fence on the far left side of the playground had several loose wooden boards and a couple of missing wooden boards with protruding nails that presents a safety hazard.

**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: 12/8/2025**

**Technical Assistance**

591-1-1-.26(6) - The Consultant spoke with the Director and asked that all outside play structures and equipment be secured and free of hazards before allowing access to the children in care. The playground was not accessed by the children due to inclement weather.

**Correction Deadline: 12/18/2025**

**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 there are several exposed tree roots present on the playground area close to the back fence, that was previously painted presenting a tripping hazard. It was also determined based on observation that the green truck play structure on the three- and four-year-old playground has peeling paint and rust.

**POI (Plan of Improvement)**

The Center will repaint exposed tree roots to prevent a tripping hazard and paint the green truck structure so that the rust is removed. The Center will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 12/8/2025**

**Health and Hygiene****591-1-1-.07 Children's Health****Met**

**Correction Deadline: 6/5/2025**

**Corrected on 12/8/2025**

**.07(2) - Correction of previous citation in that the Center has not had any complaint investigations conducted.**

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

Proper diapering procedures observed.

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

Proper hand washing observed throughout the center on this date.

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

Discussed proper medication documentation and procedures.

Consultant discussed having signed authorization to dispense medication on file for emergency use medication. i.e. Epi Pen

**Policies and Procedures**

**Comment**

The Consultant observed the program to have complete emergency drills.

The Consultant discussed updating the Center's policies and procedures to include the program's practices regarding the expulsion and suspension of children enrolled for care within the description of behavior management and discipline actions used by the center. The Consultant also discussed to ensure 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 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. The Consultant advised that additional information can be found at <http://www.decal.ga.gov/CCS/RulesAndRegulations.aspx> or through the Center on Shaken Baby Syndrome found at <http://dontshake.org/>.

**Safety****591-1-1-.05 Animals**

Met

**Comment**

Center does not keep animals on premises.

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

Met

**Comment**

Staff were observed to maintain a positive learning environment on this date.

**Comment**

The Consultant spoke with Staff regarding discipline and they were able to state the positive practices.

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

Met

**Comment**

The Consultant observed complete documentation for field trips taken on October 16, 2025 to Stone Mountain Roller Rink.

The Consultant also asked Director to ensure that forms are completed entirely, to include parent signatures.

**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 documentation that the center did not complete an annual safety check for the white transportation vehicle with tag number CSQ8377.

**POI (Plan of Improvement)**

The Center will obtain the annual vehicle inspection.

**Correction Deadline: 12/13/2025**

**Finding**

591-1-1-.36(7)(d) requires the vehicle be thoroughly checked first by a designated Staff person who was present on the vehicle during the trip and then by a second designated Staff person, who may or may not have been present on the vehicle during the trip. It was determined based on observation that Staff failed to conduct the first vehicle check immediately upon the unloading of the last child, by physically walking the vehicle and visually inspecting all seats, seat surfaces, and compartments.

**POI (Plan of Improvement)**

The Center will ensure that the vehicle is thoroughly checked by a staff person who was present on the vehicle during the trip and also checked by a second staff person. The Consultant spoke with the Director and specifically informed the Director that while conducting checks of the vehicle, Staff must physically walk the vehicle to ensure that no child is left. Then, Staff are to sign the transportation log.

**Correction Deadline: 12/9/2025****Finding**

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined based on a review of documentation that Center Staff failed to document with a signature to show that a second check was completed at the conclusion of p.m. transportation on November 20, 2025 and December 5, 2025. It was further determined based on observation that Staff failed to conduct the second vehicle check as required, by physically walking through the vehicle and visually inspecting all seats, seat surfaces, and compartments.

**POI (Plan of Improvement)**

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

The Consultant spoke with the Director and asked that Staff be reminded to double check forms to ensure that signatures and other required information is noted.

The Consultant also explained that the second check must be conducted immediately upon completion of the first check and then, Staff signs the log.

**Correction Deadline: 12/8/2025****Sleeping & Resting Equipment****591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****Comment**

Pleasant naptime environment observed.

**Comment**

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

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

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been two new hires since last visit.

**591-1-1-.14 First Aid & CPR(CR)****Met****Comment**

Evidence observed of 100% of center Staff certified in First Aid and CPR containing emergency care for infants and children on this date. Documentation was observed for 14 of 14 Staff. The Consultant discussed that effective July 1, 2025, new Staff are required to obtain pediatric First Aid and pediatric CPR training within 45 days of employment. It was further discussed that programs must have at least one person with current pediatric First Aid and pediatric CPR training in each classroom at all times.

**591-1-1-.33 Staff Training****Met****Comment**

The Consultant discussed that all employees, including volunteers, independent contractors, students-in-training, etc. should have completed initial program orientation on file. Please ensure that completed orientation checklists are documented and signed. The Consultant also discussed that effective July 1, 2025, all Staff are required to obtain at least two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in ongoing child development and health and safety related topics as part of their 10 hours of annual training.

**Comment**

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

**Staffing and Supervision****Comment**

Center observed to maintain appropriate staff:child ratios.

**Finding**

591-1-1-.32(7) requires that children be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtime, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtime and shall be seated within an arm's length away from children thirty-six (36) months of age and younger. It was determined based on observation Staff in the Infant Classroom failed to provide watchful oversight to an infant child when Staff placed the child in a crib and returned to the diapering area without having sight of the child. It was further determined based on observation that Staff in Room A and Room C were not seated within arm's length away from the children during lunch mealtime.

**POI (Plan of Improvement)**

The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times. The Consultant spoke with the Staff and asked that they ensure watchful oversight is provided at all times. The Center will also train and monitor Staff on the importance of sitting within arm's length of the children thirty-six (36) months of age and younger during mealtime.

**Correction Deadline: 12/8/2025**