

**Bright from the Start - Georgia Department of Early Care and Learning**

2 Martin Luther King Jr. Drive SE, 670 East Tower

Atlanta, GA 30334

Phone: (404)657-5562 www.dec.state.ga.us

(Cover Sheet)**Date:** 12/15/2025 **VisitType:** EX-CAPS-Monitoring**Arrival:** 2:10PM**Departure:** 4:15PM**EX-43887 EXMT-6394 EX-1 - Government
DeKalb County Schools ASED - E.L. Miller**919 Martin Road, Stone Mountain GA 30088
DeKalb County**Mailing Address****Exemption Unit Consultant**

Nilia Lalin

Phone: (770) 405-7929

Fax: (404) 591-4949

nilia.lalin@dec.state.ga.us

Joint with:

Compliance Zone Designation			Prevention Action Category	Intermediate Action Category	Dismissal Action Category
12/15/2025	EX-CAPS-Monitoring	Prevention	Prevention Level 1 (P1)	Intermediate Level 1 (I1)	Dismissal (D)
			Technical Assistance	Corrective Action Plan	Dismissal
				Office Conference	Disqualification
			Prevention Level 2 (P2)	Intermediate Level 2 (I2)	
			Citation	Fine (Level 1 or 2)	
			Plan of Improvement		
			Prevention Level 3 (P3)	Intermediate Level 3 (I3)	

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
103	PreK, Fives	1	12	Y	
Art Room		0	0	Y	
Cafeteria	, Six and older	3	24	Y	
Gym		0	0	Y	
Media Center		0	0	Y	

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 4

#Children Count: 36

Comments:

The exempt program was operating as approved.

Please refer to the Exemption page of the website, <https://www.decal.ga.gov/CCS/Exemptions.aspx> for information regarding Criminal Records Checks that may affect your facility. In summary,

- New records checks will be required to be completed if a staff member experiences a six month break in service from the child care industry
- New clearance is required at least once every five years
- Any staff member solely responsible for supervising children will be required to have completed a comprehensive background clearance
- All staff members are required to have completed at least a national fingerprint based clearance check
- Any staff member with only the national fingerprint based clearance, must be under constant and direct supervision of a staff member with a satisfactory comprehensive records check clearance
- Facilities are required to use DECAL KOALA for Criminal Records Checks, including to verify portability of an employee

You have the right to refute any of the citations noted in this report with which you disagree. To refute a citation(s), do the following:

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

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

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

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

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

EX-HS-.F - A variety of equipment and toys were observed throughout the Program.

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

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

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

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

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

EX-HS-.X(1) - Please post the exemption approval notice and certificate by the program's main entrance.

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

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

EX-HS-.L Physical Plant(CS)**Met****Comment**

EX-HS-.L - Program appears clean and well maintained.

EX-HS-.M Playgrounds(CS)**N/A****Comment**

EX-HS-.M - No playground provided.

Health and Hygiene

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

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

EX-HS-.H Hygiene	Met
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Comment

EX-HS-.H - Staff were observed to remind children to wash hands.

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

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

Policies and Procedures	
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EX-HS-.J Operational Policies & Procedures	Met
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Comment

EX-HS-.J - Observed the Program's written emergency plan and documented emergency drills on this date.

EX-HS-.T Required Reporting	Met
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Comment

EX-HS-.T - There were no incidents or injuries that required reporting.

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

EX-HS-.E - Staff were observed to maintain an age appropriate learning environment on this date.

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

EX-HS-.S - No field trips are offered.

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

EX-HS-.R - Program does not provide routine transportation.

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

EX-HS-.V - No infants enrolled in the program.

Staff Records	
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Records Reviewed: 11	Records with Missing/Incomplete Components: 11
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Staff # 1	Not Met
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Date of Hire: 06/15/2021

"Missing/Incomplete Components"

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

Staff # 2	Not Met
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Date of Hire: 08/01/2022

"Missing/Incomplete Components"

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

Staff # 3	Not Met
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Date of Hire: 08/02/2021

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 4	Not Met
Date of Hire: 08/01/2014	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 5	Not Met
Date of Hire: 08/01/2022	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 6	Not Met
Date of Hire: 06/15/2022	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 7	Not Met
Date of Hire: 08/01/2013	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 8	Not Met
Date of Hire: 06/15/2025	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(3)-Health and Safety Training,EX-HS-.D-Criminal Records Check Missing	
Staff # 9	Not Met
Date of Hire: 08/01/2022	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 10	Not Met
Date of Hire: 06/15/2021	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 11	Not Met
Date of Hire: 06/15/2025	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(3)-Health and Safety Training	
EX-HS-.D Criminal Records and Comprehensive Background Checks(CS)	Not Met

Finding

EX-HS-.D(1) requires valid evidence of a satisfactory Fingerprint Records Check Determination be maintained at the Program for each employee and potential Director, Employee and Provisional Employee. It was determined based on review of the records one out of 11 staff members did not have a current DECAL Satisfactory Criminal Records Check Determination while children were present for care.

POI (Plan of Improvement)

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

Correction Deadline: 12/16/2025

EX-HS-.G First Aid & CPR(CS)**Met****Comment**

EX-HS-.G - Observed evidence of staff training in CPR and first aid on this date.

EX-HS-.K Personnel Records**Met****Comment**

EX-HS-.K - Observed personal records maintained.

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

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

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

EX-HS.P(1) requires prior to assignment to children or task, all Employees (i.e., volunteers, students-in-training, independent contractors, etc.) and Provisional Employees must receive initial program orientation. It was determined based on review of records that two out of 11 employees did not complete the initial program orientation.

POI (Plan of Improvement)

The Program will develop and provide orientation for all new Staff prior to their assignment to children or task.

Correction Deadline: 1/19/2026

Finding

EX-HS-.P(3)(a-k) requires each staff member with direct care responsibilities shall complete health and safety training and Health and Safety Orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours: (a) prevention and control of infectious diseases; (b) prevention of sudden infant death syndrome and use of safe sleeping practices; (c) administration of medication, consistent with standards for parental consent; (d) prevention of and response to emergencies due to food and allergic reactions; (e) building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; (f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment; (g) emergency preparedness and response planning for emergencies resulting from a natural disaster, or a human-caused event (such as violence at a child care facility); (h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants; (i) precautions in transporting children (if applicable); (j) recognition and reporting of child abuse and neglect; and (k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on review of documentation that two out of 11 staff members did not complete the 10 hours health and safety training within 90 days of employment.

POI (Plan of Improvement)

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

Correction Deadline: 1/19/2026

Finding

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

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

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

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

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

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

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

3. No more than two (2) of the required ten (10) hours in business-related topics (e.g., parental communication, recordkeeping, management, business planning). It was determined based on review of records that nine out of 11 employees did not complete 10 hours of ongoing training.

POI (Plan of Improvement)

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

Correction Deadline: 1/19/2026

Staffing and Supervision

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

Met

Comment

EX-HS-.O - Program observed to maintain appropriate staff: child ratios.