



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: 9/24/2025 **VisitType:** Licensing Study

Arrival: 11:30 AM **Departure:** 3:15 PM

CCLC-62882
Boss Babies Childcare Center, LLC
1531 Ga Hwy 23 N Twin City, GA 30471 Emanuel County
(478) 763-2048

Regional Consultant
Kristy Turner
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kristy.turner@dec.al.ga.gov

Mailing Address
Same

Quality Rated: ★ ★ ★

Compliance Zone Designation			Compliance Zone Designation - A summary measure of a program's 12 month monitoring history, as it pertains to child care health and safety rules. The three compliance zones are good standing, support, and deficient. Good Standing - Program is demonstrating an acceptable level of performance in meeting the rules. Support - Program performance is demonstrating a need for improvement in meeting rules. Deficient - Program is not demonstrating an acceptable level of performance in meeting the rules.
09/24/2025	Licensing Study	Good Standing	
02/27/2025	Licensing Study	Good Standing	
03/22/2024	Initial Licensing Study	Good Standing	

Ratios/License Capacity

Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
Main	A	Infants and One Year Olds and Two Year Olds and Three Year Olds	3	8	C	12	C	NA	NA	Nap
Total Capacity @35 sq. ft.: 12					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 8					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	11	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
2	1	3	3	0	1	2

Comments

The CCS Consultant discussed and left a copy of the updated Child Care Weather Watch Chart with the program today. Weather does not permit outdoor play when there is active precipitation or when weather advisories are in effect. Consult the Child Care Weather Watch Chart resource for further guidance, considering specific weather conditions.

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 at 855-800-7747 or qualityrated@decal.ga.gov for more information. Free technical assistance is available!



Summary Report

Date: 9/24/2025 VisitType: Licensing Study

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The following information is associated with a Licensing Study:

Activities and Equipment

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)

N/A

Comment

Center does not provide swimming activities.

Facility

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

Met

Comment

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

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

Met

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.25(13) - The previous citation observed corrected on this date. The Consultant observed in Main A classroom that the potentially hazardous materials were stored in a locked area inaccessible to children in care as required.

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

Technical Assistance

Technical Assistance

591-1-1-.26(4) - The Consultant discussed with the Provider to ensure that the Playground A fence measured 4 feet in height as required. Additionally, fencing materials were reviewed and discussed with the Provider as required.

Correction Deadline: 9/24/2025

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.26(9) - The previous citation observed corrected on this date. The Consultant observed on Playground A that the three ant beds were treated. Additionally, the tree root was removed from the playground area.

Food Service

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.15(2)(f) - The previous citation observed corrected on this date. The Consultant discussed with the Provider to ensure that the age requirements for the size of food served to children in care as required. Additionally, the Provider understood the age requirements for the size of food served to each child to prevent choking.

Health and Hygiene

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

Met

Comment

Staff stated proper knowledge of diapering procedures.

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.10(8) - The previous citation observed corrected on this date. The Consultant observed the Center Staff preparing the snack in the food preparation area as required. Additionally, other Center Staff were observed to assist children in diapering and hand washing.

591-1-1-.17 Hygiene(CR)

Met

Comment

Proper hand washing observed throughout the center on this date.

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

N/A

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Technical Assistance

Technical Assistance

591-1-1-.21(1)(a-o) - The Consultant discussed with the Provider on 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.

Correction Deadline: 9/29/2025

Technical Assistance

591-1-1-.21(2)(r) - New - The Consultant discussed with the Provider 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 a 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. Additional information can be found in the CCLC Indicator Manual found on DECAL's website at: <https://www.dec.al.gov/CCS/Rules And Regulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 9/29/2025

Safety

591-1-1-.05 Animals

Technical Assistance

Technical Assistance

591-1-1-.05(2) - The Consultant discussed with the Provider to ensure that the animals on the premises were caged and inaccessible to children in care as required.

Correction Deadline: 9/24/2025

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

Met

Comment

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

Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Technical Assistance

Technical Assistance

591-1-1-.30(1)(a)3 - The Consultant discussed with the Provider to ensure that each crib sheet was tight-fitting as required.

Correction Deadline: 9/24/2025

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.30(2) - The previous citation observed corrected on this date. The Consultant observed the Center Staff placing a sleeping child on their backs in the crib as required.

Staff Records

Records Reviewed: 3

Records with Missing/Incomplete Components: 1

Staff # 1

Not Met

Date of Hire: 05/02/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Met

Comment

Criminal record checks were observed to be complete.

Comment

Director provided three staff files for employees and one newly hired since the last visit.

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

Technical Assistance

Technical Assistance

591-1-1-.14(1)(a) - The Consultant discussed with the Provider that effective July 1, 2025, new staff are required to obtain First Aid and CPR training, with a hands-on component, within 45 days of employment. It was further discussed that programs must have at least one person with current First Aid and CPR training in each classroom at all times.

Correction Deadline: 10/24/2025

591-1-1-.33 Staff Training

Not Met

Technical Assistance

591-1-1-.33(1) - The Consultant discussed with the Provider that all Employees, including volunteers, independent contractors, students-in-training, etc. should have a completed initial program orientation form on file.

Correction Deadline: 9/24/2025

Finding

591-1-1-.33(3)(a)-(k) 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: a) prevention and control of infectious diseases (including immunizations); 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; 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 a review of records that Staff #1 hired on May 2, 2025, did not have evidence of the health and safety orientation training within the first 90 days of employment as required.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates and will ensure that the training includes all required components as required.

Correction Deadline: 10/24/2025

Technical Assistance

591-1-1-.33(5)(b)1. - New - The Consultant discussed with the Provider 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 on-going child development and health and safety related topics as part of their 10 hours of annual training.

Correction Deadline: 10/24/2025

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

Met

Comment

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

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

Met

Comment

Center observed to maintain appropriate staff:child ratios.

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

Met

Correction Deadline: 2/27/2025

Corrected on 9/24/2025

.32(7) - The previous citation observed corrected on this date. The Consultant observed three Center Staff in Main A classroom providing adequate supervision for the children in care as required.