



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: 3/14/2025 **VisitType:** Licensing Study

Arrival: 8:55 AM **Departure:** 4:00 PM

CCLC-57931

Coastal Georgia Child and Family Development Center
 5627 S. Coastal Hwy Riceboro, GA 31323 Liberty County
 (912) 442-0866 lmincey@coastalgacaa.org

Regional Consultant
 Lakeidra Lee
 Phone: (770) 357-7070
 Fax:
 lakeidra.lee@decal.ga.gov
 Joint with: Kimberly Stoy

Mailing Address

5627 S. Coastal Hwy
 Riceboro, GA 31323

Quality Rated: No

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.
03/14/2025	Licensing Study	Good Standing	
07/14/2023	ILS with PTO	Good Standing	
05/17/2023	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 Building	Room 301	GA PreK	2	10	C	27	C	NA	NA	Centers,Lunch, Nap,Transitioning,Outside
Main Building	Room 302	GA PreK	2	11	C	27	C	NA	NA	Lunch,Outside, Centers,Nap
Main Building	Room 303		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 304		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 305		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 306		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 307		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 308	Three Year Olds and Four Year Olds	2	11	NC	27	C	NA	NA	Outside,Centers ,Transitioning,Lunch,Nap
Main Building	Room 310	Three Year Olds and Four Year Olds	2	5	C	27	C	NA	NA	Circle Time,Lunch,Transitioning,Nap,Outside
Main Building	Room 312		0	0	C	27	C	NA	NA	Not In Use

Main Building	Room 314	Two Year Olds	2	4	C	27	C	NA	NA	Outside, Transitioning, Free Play, Lunch
Main Building	Room 316	Two Year Olds	2	4	C	27	C	NA	NA	Transitioning, Outside, Lunch, Music
Main Building	Room 318		0	0	C	27	C	NA	NA	Not In Use
Main Building	Room 320	One Year Olds and Two Year Olds	2	7	C	27	C	NA	NA	Free Play, Outside, Lunch, Transitioning
Main Building	Room 321	Infants	2	2	C	27	C	NA	NA	Lunch, Nap, Transitioning, Feeding, Outside
Main Building	Room 323		0	0	C	27	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 432			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 54			Total Capacity @35 sq. ft.: 432				Total Capacity @25 sq. ft.: 0			

Building	Playground	Playground Occupancy	Playground Compliance
Main Building	EHS Playground	49	C
Main Building	HS Playground	152	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
8	12	18	26	16	22	0

Comments

The purpose of the visit was to conduct a licensing study.

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.dec.state.ga.us/CCS/Regulations.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@dec.al.ga.gov for more information. Free technical assistance is available!



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(Findings Report)

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The following information is associated with a Licensing Study:

Activities and Equipment

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10	Not Met
Date of Hire: 02/01/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record	
Staff # 11	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 12	Not Met
Date of Hire: 02/28/2022	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 13	Not Met
Date of Hire: 02/02/2017	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 15	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 19	Not Met
Date of Hire: 07/08/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing	
Staff # 21	Not Met
Date of Hire: 11/14/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 22	Not Met
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 23	Not Met
Date of Hire: 01/30/2023	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 24	Not Met
Date of Hire: 03/17/2009	
<u>"Missing/Incomplete Components"</u>	

Records Reviewed: 27**Records with Missing/Incomplete Components: 19**

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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.

Children's Records**Records Reviewed: 27****Records with Missing/Incomplete Components: 19**

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 02/28/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 22

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 23

Not Met

Date of Hire: 01/30/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 24

Not Met

Date of Hire: 03/17/2009

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1-.08 Children's Records**Met****Comment**

Records were observed to be complete and well organized.

Facility

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 02/28/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 22 Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 23 Not Met

Date of Hire: 01/30/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 24 Not Met

Date of Hire: 03/17/2009

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25 Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26 Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27 Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1-.06 Bathrooms Met

Comment

Bathrooms observed to be clean and well maintained on this date.

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

Comment

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

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

Comment

Please secure cleaning tools (i.e., broom, plunger) out of reach of children. Consultant observed a broom and dust pan in reach of children located in both bathrooms in Classroom 301 and 310. Discussed with Provider to ensure that brooms and dust pan are kept out of reach of children.

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

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 there were exposed sharp edges of concrete on the EHS and HS playgrounds around the swing area.

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: 3/14/2025

Food Service

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

Staff # 1	Not Met
Date of Hire: 10/03/2016	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 3	Not Met
Date of Hire: 09/05/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 4	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 5	Not Met
Date of Hire: 10/21/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record	
Staff # 8	Not Met
Date of Hire: 09/30/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 9	Not Met
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 10	Not Met
Date of Hire: 02/01/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record	
Staff # 11	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 12	Not Met
Date of Hire: 02/28/2022	

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.-
Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

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Staff # 22

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Date of Hire: 08/08/2016

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Date of Hire: 07/20/2015

"Missing/Incomplete Components"

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Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Consultant observed Center menu to meet meets USDA guidelines on this date.

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

Kitchen appears clean and well organized on this date.

Health and Hygiene

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

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Date of Hire: 09/30/2024

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Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
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Staff # 13	Not Met
Date of Hire: 02/02/2017	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 15	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 19	Not Met
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Staff # 21	Not Met
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Staff # 22	Not Met
<u>"Missing/Incomplete Components"</u>	
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Staff # 23	Not Met
Date of Hire: 01/30/2023	
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.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate	
Staff # 25	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1.10 Diapering Areas & Practices(CR)

Met

Comment

Staff observed proper diapering procedures throughout the center on this date.

591-1-1.17 Hygiene(CR)

Met

Comment

Consultant observed proper hand washing throughout the center on this date.

591-1-1.20 Medications(CR)

Met

Comment

Documentation for medication dispensing observed complete on this date.

Policies and Procedures

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

Records Reviewed: 27**Records with Missing/Incomplete Components: 19**

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 02/28/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 22

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 23

Not Met

Date of Hire: 01/30/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 24

Not Met

Date of Hire: 03/17/2009

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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 a review of records that there were no evidence of monthly emergency drills for 2024.

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: 3/21/2025**Safety**

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 02/28/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 22

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 23

Not Met

Date of Hire: 01/30/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 24

Not Met

Date of Hire: 03/17/2009

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1-.05 Animals

N/A

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.

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 records that there no were evidence of transportation training for Staff #8, #9,#12, #19, #22,and #23.

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: 3/31/2025

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 records the transportation agreements were not available for review upon request.

POI (Plan of Improvement)

The Center will obtain the required written parental authorization.

Correction Deadline: 3/15/2025

Sleeping & Resting Equipment

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Date of Hire: 02/01/2025

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 12	Not Met
Date of Hire: 02/28/2022	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 13	Not Met
Date of Hire: 02/02/2017	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 15	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 19	Not Met
Date of Hire: 07/08/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing	
Staff # 21	Not Met
Date of Hire: 11/14/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 22	Not Met
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 23	Not Met
Date of Hire: 01/30/2023	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 24	Not Met
Date of Hire: 03/17/2009	
<u>"Missing/Incomplete Components"</u>	
.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate	
Staff # 25	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26

Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27

Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Met

Comment

Consultant observed a pleasant naptime environment on this date.

Staff Records

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 4

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 5

Not Met

Date of Hire: 10/21/2024

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 8

Not Met

Date of Hire: 09/30/2024

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 9

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 10

Not Met

Records Reviewed: 27**Records with Missing/Incomplete Components: 19**

Date of Hire: 02/01/2025

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.24(1)-No Record

Staff # 11

Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 12

Not Met

Date of Hire: 02/28/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 13

Not Met

Date of Hire: 02/02/2017

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 19

Not Met

Date of Hire: 07/08/2024

"Missing/Incomplete Components".24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.-
Staff Qualifications-Education Missing

Staff # 21

Not Met

Date of Hire: 11/14/2016

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 22

Not Met

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 23

Not Met

Date of Hire: 01/30/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing

Staff # 24

Not Met

Date of Hire: 03/17/2009

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 25 Not Met

Date of Hire: 08/08/2016

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training

Staff # 26 Not Met

Date of Hire: 07/20/2015

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 27 Not Met

Date of Hire: 08/12/2021

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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 a review of records that Staff # 4 and #15 were present on site without evidence of submitting both as Records Check Application to the Department and Fingerprints to an authorized fingerprinting site.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will to 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 to ensure the CRC rules are maintained.

Correction Deadline: 3/14/2025

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 a review of records that Staff # 4 and #15 did not have a comprehensive records check determination on file on this noted date.

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 CRAP rules are maintained.

Correction Deadline: 3/14/2025

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

Comment

Criminal records checks were observed to be complete.

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 a review of records that the Director did not have evidence of current CPR and first aid certification on this date.

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: 4/13/2025

Finding

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that staff #3 (hired on September 5, 2024) and staff #8 (hired on September 30, 2024) did not have evidence of current CPR and first aid certification.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 4/13/2025

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 records that staff #5, #8, #10, and #19 did not have an application available on this date.

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: 3/19/2025

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 a review records that staff #1, #8, #8, #11, #12, #19, #21, #23, #26, and #27 did not have evidence of completing 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: 4/13/2025

Finding

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on a review of records that staff #1, #11, #25, and #26 did not complete ten hours of annual training for 2024.

POI (Plan of Improvement)

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

Correction Deadline: 12/31/2025

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

Not Met

Finding

591-1-1-.31(1)(b)2 requires the Director to possess at least one of the sets of minimum academic requirements and qualifying child care experience listed in Rule 591-1-1-.31(1)(b)2.(i-xiii). It was determined based on a review of records that the Director did not have evidence of a credential on this date.

POI (Plan of Improvement)

The Center will ensure that the Director meets the minimum education and work requirements and secure the necessary documentation.

Correction Deadline: 3/21/2025

Staffing and Supervision

Records Reviewed: 27

Records with Missing/Incomplete Components: 19

Staff # 1

Not Met

Date of Hire: 10/03/2016

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 3	Not Met
Date of Hire: 09/05/2024	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 4	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 5	Not Met
Date of Hire: 10/21/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record	
Staff # 8	Not Met
Date of Hire: 09/30/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 9	Not Met
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 10	Not Met
Date of Hire: 02/01/2025	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record	
Staff # 11	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 12	Not Met
Date of Hire: 02/28/2022	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 13	Not Met
Date of Hire: 02/02/2017	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 15	Not Met
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	

Staff # 19	Not Met
Date of Hire: 07/08/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate,.31(2)(b)2.- Staff Qualifications-Education Missing	
Staff # 21	Not Met
Date of Hire: 11/14/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 22	Not Met
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 23	Not Met
Date of Hire: 01/30/2023	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 24	Not Met
Date of Hire: 03/17/2009	
<u>"Missing/Incomplete Components"</u>	
.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate	
Staff # 25	Not Met
Date of Hire: 08/08/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-First Aid Missing,.14(2)-CPR missing,.33(5)-10 Hrs. Annual Training	
Staff # 26	Not Met
Date of Hire: 07/20/2015	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 27	Not Met
Date of Hire: 08/12/2021	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	

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

Comment

Center observed to maintain appropriate staff:child ratios on this date.

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

Comment

Staff observed to provide direct supervision and be attentive to children's needs on this date.