

**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:** 1/23/2026 **VisitType:** EX-CAPS-Monitoring**Arrival:** 2:40PM**Departure:** 4:45PM**EX-43892 EXMT-6399 EX-1 - Government
DeKalb County Schools ASED - Henderson Mill**2408 Henderson Mill Road, NE, Atlanta GA 30345
DeKalb County**Mailing Address****Exemption Unit Consultant**

Nilia Lalin

Phone: (770) 405-7929

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nilia.lalin@dec.state.ga.us

Joint with:

Compliance Zone Designation			Prevention Action Category	Intermediate Action Category	Dismissal Action Category
1/23/2026	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
Big Kids Playground		0	0	Y	
Cafe	PreK, Fives, Six and older	4	43	Y	
Lower Level PG		0	0	Y	
Media Center		0	0	Y	
Rm 119		0	0	Y	

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 4

#Children Count: 43

Comments:

The 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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(Summary Report)**Date:** 1/23/2026 **VisitType:** EX-CAPS-Monitoring**Arrival:** 2:40PM**Departure:** 4:45PM**EX-43892 EXMT-6399 EX-1 - Government**
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The following information is associated with a EX-CAPS-Monitoring:**Activities and Equipment****EX-HS-.A****Met****Comment**

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

EX-HS-.F**Met****Comment**

EX-HS-.F - Equipment and furniture observed to be properly secured, as applicable.

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 (NCP)****Met****Comment**

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

Exemptions**EX-HS-.X Exemption Requirements (NCP)****Not Met****Finding**

EX-HS-.X(1) requires a program granted an exemption to post in a prominent place near the front entrance of the facility both a copy of the exemption approval letter issued by the department and a notice provided by the department that will notify a parent or guardian that the program is not licensed and is not required to be licensed by the state. It was determined based on observation that only the exemption certificate was not posted by the program's main entrance.

POI (Plan of Improvement)

The Program will ensure a copy of both the exemption approval letter issued by the Department, and a notice to parents or guardians that the program is not required to be licensed is posted in a prominent place near the front entrance of the facility.

Correction Deadline: 3/2/2026**Facility****EX-HS-.B****Met****Comment**

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

Technical Assistance

EX-HS-.L(4) - Please be mindful to keep items that pose a hazard inaccessible to children such as hand sanitizers.

EX-HS-.M Playgrounds (CS)

Technical Assistance

Technical Assistance

EX-HS-.M(3) - Discussed maintenance of resilient surface. Please fluff and redistribute under fall zones.

Health and Hygiene**EX-HS-.U Diapering Areas & Practices (CS)**

N/A

Comment

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

EX-HS-.H Hygiene (NCP)

Met

Comment

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

EX-HS-.I Medications (CS)

N/A

Comment

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

Policies and Procedures**EX-HS-.J Operational Policies & Procedures (NCP)**

Not Met

Finding

EX-HS-.J1(a-i) requires the Program to establish and implement written policies and procedures that describe the Program's operations as follows: (a) The exclusion of children with contagious illness; (b) Notification of parents in the event their child becomes ill while at the facility; (c) The notification of all parents of enrolled children when a reportable contagious illness is present in the facility; (d) The prevention of and response to food and allergic reactions; (e) Emergency preparedness and response. A written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the program. The program will have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and will include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Such plan shall include assurance that no Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals; (f) The handling and appropriate disposal of bodily fluids and storage of hazardous materials (soiled clothing and bedding); (g) Recognition and reporting of child abuse and neglect; (h) A description of behavior management and discipline actions used by the program, to include the program's practices regarding the expulsion and suspension of children enrolled for care; (i) 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. It was determined based on review of documentation that the program had incomplete policies and procedures in evidence that letters a, b, c, d, f and, g were not met.

POI (Plan of Improvement)

The Program will revise their policies and procedures to include all required information and update as needed.

Correction Deadline: 3/2/2026

EX-HS-.T Required Reporting (NCP)

Met

Comment

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

Safety**EX-HS-.S**

N/A

Comment

EX-HS-.S - No field trips are conducted at the program.

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

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

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

EX-HS-.R - No transportation provided.

Sleeping & Resting Equipment**EX-HS-.V Safe Sleeping and Resting Requirements (CS)****Met****Comment**

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

Staff Records**Records Reviewed: 11****Records with Missing/Incomplete Components: 10**

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 3

Not Met

Date of Hire: 09/01/2022

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-No Record

Staff # 4

Not Met

Date of Hire: 07/31/2023

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 5

Not Met

Date of Hire: 08/01/2025

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(3)-Health and Safety Training

Staff # 6

Not Met

Date of Hire: 05/01/2023

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 7

Not Met

Date of Hire: 07/24/2024

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 8

Not Met

Date of Hire: 08/21/2023

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-No Record

Staff # 9 Not Met

Date of Hire: 08/01/2025

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(3)-Health and Safety Training

Staff # 10 Not Met

Date of Hire: 08/01/2025

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(3)-Health and Safety Training

Staff # 11 Not Met

Date of Hire: 08/01/2025

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(3)-Health and Safety Training

EX-HS-.K **Not Met**

Finding

EX-HS-.K(1)(a-c) requires the Program to maintain a personnel file on all Staff for the duration of the term of employment plus one calendar year, and shall contain the following: (a) identifying information to include: name, date of birth, current address and current telephone number; (b) evidence of all training required by these standards which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; (c) verification of a satisfactory criminal backgrounds check. It was determined based on records that the program did not maintain a personnel file on each staff member.

POI (Plan of Improvement)

The Program will secure required information for all Staff. The Program 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: 3/2/2026

EX-HS-.N **Met**

Comment

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

EX-HS-.D Criminal Records and Comprehensive Background Checks (CS) **Met**

Comment

EX-HS-.D - Criminal record checks were observed to be complete.

EX-HS-.G First Aid & CPR (NCP) **Not Met**

Finding

EX-HS.G(1)(a-b) requires (a) all Staff who provide direct care to children must obtain certification in a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid within the first 45 days of employment. Current and valid evidence of the successful completion of such training shall be maintained on the program's premises. The hours obtained completing this certification will not count towards the required annual training hours; (b) The 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. It was determined based on review of records that none of the staff members had completed pediatric first aid and CPR.

POI (Plan of Improvement)

The Program will ensure all Staff that provide direct care to children obtain pediatric CPR and first aid training within the first 45 days of employment. The training shall be maintained on the Program's premises and must be completed by a certified or licensed health care professional or trainer that deal with the provisions of emergency care to infants and children. develop a schedule to ensure there is always a staff person with current first aid and pediatric CPR training present, and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date.

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 four 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: 3/2/2026

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 four 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: 3/2/2026

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 seven 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: 3/2/2026

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.