



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: 8/22/2025 **VisitType:** Licensing Study

Arrival: 8:45 AM **Departure:** 11:45 AM

CCLC-29919

Ascension Learning Academy

6265 Maddox Road Morrow, GA 30260 Clayton County
(404) 608-1784 dshaunesmith@yahoo.com

Regional Consultant

Nadia Bernard

Phone: (404) 670-9398

Fax: (706) 434-7710

nadia.bernard@decal.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.
08/22/2025	Licensing Study	Good Standing	
06/06/2025	Monitoring Visit	Good Standing	
07/12/2024	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	One Year Olds and Two Year Olds and Three Year Olds	2	7	C	16	C	23	C	Transitioning, Breakfast
Main	B		0	0	C	17	C	NA	NA	
Main	C		0	0	C	11	C	NA	NA	Not In Use
Main	D Afterschool		0	0	C	8	C	11	C	Not In Use
Total Capacity @35 sq. ft.: 52			Total Capacity @25 sq. ft.: 62							
Total # Children this Date: 7			Total Capacity @25 sq. ft.: 62							

Building	Playground	Playground Occupancy	Playground Compliance
Main	Plgd-A	13	C
Main	Plgd-B	10	C

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

Comments

A one-day letter was emailed to the director. July 1, 2025 rule changes were discussed on 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.al.ga.gov/CCS/RulesAndRegulations.aspx>, for information regarding October 1, 2018 rule changes about Criminal Records Checks that may affect your facility. In summary,

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

O.C.G.A. Section 42.1.12(i)(2) requires Bright from the Start: Georgia Department of Early Care and Learning to notify licensed child care programs on accessing and retrieving from the Georgia Bureau of Investigation's (GBI) website a list of the names and addresses of all registered sexual offenders. Please see GBI's website located at <http://gbi.georgia.gov> to access the Georgia Sex Offender Registry.

Refutation Process:

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

- 1) Log into DECAL KOALA www.decalkoala.com 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)

Date: 8/22/2025 **VisitType:** Licensing Study

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Mailing Address

Same

The following information is associated with a LS:

Activities and Equipment

Records Reviewed: 9

Records with Missing/Incomplete Components: 5

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

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

Technical Assistance

591-1-1-.03(9) - The Consultant discussed with the owner to ensure center staff to refrain from engaging in, or allowing children or other adults to engage in, activities that could be detrimental to a child's health or well-being, such as but not limited to, horse play, rough play, wrestling, and picking up a child in a manner that could cause injury.

Correction Deadline: 8/22/2025

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

Not Met

Comment

Discussed adding equipment and toys to enhance variety.

Comment

Discussed rotating toys to support the procedures of daily disinfecting.

Finding

591-1-1-.12(2) requires that all equipment and furniture be free from hazardous conditions such as, but not limited to, sharp rough edges or toxic paint; and be kept clean. It was determined based on observation that in Room B the Cardboards blocks and foam blocks were not in good repair.

POI (Plan of Improvement)

The Center will ensure that equipment and furniture are used by the age-appropriate group of children.

Correction Deadline: 8/29/2025

Prior Visits: 01/18/2023

Correction Deadline: 6/9/2025

Prior Visits: 07/12/2024

Corrected on 8/22/2025

.12(4) - The Consultant observed the citation to be corrected on this date. The Consultant observed the white desk in Room B to be fully attached to the wall.

Technical Assistance

591-1-1-.12(6) - The Consultant discussed with the owner that the department requires that a variety of age-appropriate toys and play materials be available, stored on low, open shelves accessible to children in each room or assigned area.

Correction Deadline: 9/21/2025

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

N/A

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 9

Records with Missing/Incomplete Components: 5

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

Records Reviewed: 9**Records with Missing/Incomplete Components: 5**"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

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

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

Records were observed to be complete and well organized.

Facility**Records Reviewed: 9****Records with Missing/Incomplete Components: 5**

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

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

591-1-1-.06 Bathrooms**Met**

Comment

Please monitor bathrooms for necessary supplies.

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)**Not Met****Comment**

Please be mindful to keep items that pose a hazard inaccessible to children.

Finding

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation that in Room A a staff personal bag was stored on a lower shelf that was accessible to children.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 8/22/2025**Prior Visits: 07/14/2022****Finding**

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on observation that the following items need attention:

Room A: AC vents and bathroom vents had debris and dust. Ceiling tiles in the Bathroom had water stains.

Room B: AC vents and bathroom vents had debris and dust. The ceiling tiles in the bathroom and the bathroom entrance were stained.

Room C: AC vents had debris and dust.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 9/5/2025

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

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that the fence separating Playground A and B had an five inch gap on the left near the exterior wooden fence.

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

Correction Deadline: 8/29/2025**Prior Visits: 07/14/2022****Recited on 8/22/2025****Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on observation that two 1-year-old children used the climbing equipment on Plgd-A that was labeled for ages 2 through 5 years of age.

POI (Plan of Improvement)

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

Correction Deadline: 9/1/2025**Prior Visits: 12/15/2022****Food Service****Records Reviewed: 9****Records with Missing/Incomplete Components: 5**

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

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

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

Center menu meets USDA guidelines.

591-1-1-.18 Kitchen Operations**Technical Assistance****Comment**

Please ensure that all food items are stored in airtight containers.

Technical Assistance

591-1-1-.18(3) - The Consultant discussed with the owner that the department requires ventilation to be provided either by mechanical or natural means so as to provide fresh air and control of unpleasant odors in the food preparation area.

Correction Deadline: 9/1/2025**Health and Hygiene**

Staff # 1 Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5 Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7 Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

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

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

Met

Correction Deadline: 8/22/2025

Prior Visits: 06/06/2025

Corrected on 8/22/2025

.10(4) - The citation was observed to be corrected on this date. The consultant observed the changing pad to be removed on this date.

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

Met

Comment

Staff were observed to remind children to wash hands on this date.

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

Met

Comment

Documentation for medication dispensing observed completed on this date.

Policies and Procedures

Staff # 1 Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5 Not Met

Date of Hire: 01/20/2010

Records Reviewed: 9**Records with Missing/Incomplete Components: 5**

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

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

591-1-1-.21 Operational Policies & Procedures**Technical Assistance****Technical Assistance**

591-1-1-.21(2)(r) - New - : Discussed updating the Center's policies and procedures to include the program's practices regarding the expulsion and suspension of children enrolled for care within the description of behavior management and discipline actions used by the Center. Also discussed to ensure a description of the practices followed by the Center to prevent shaken baby syndrome and abusive head trauma in children up to five years of age that includes the following information: how to recognize, respond to, and report the signs and symptoms of shaken baby syndrome and abusive head trauma; strategies to assist staff members in understanding how to care for infants and how to cope with 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.decal.ga.gov/CCS/RulesAndRegulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 8/27/2025**Comment**

Program observed complete emergency drills

591-1-1-.27 Posted Notices**Met****Comment**

Observed all required posted notices.

Safety

Records Reviewed: 9**Records with Missing/Incomplete Components: 5**

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

Records Reviewed: 9**Records with Missing/Incomplete Components: 5**"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

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

591-1-1-.05 Animals**N/A****Comment**

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

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

Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR)**N/A****Comment**

Center does not provide routine transportation.

Sleeping & Resting Equipment**Records Reviewed: 9****Records with Missing/Incomplete Components: 5**

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

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

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

Not Met

Finding

591-1-1-.30(1)(b)1 requires that cots and mats are of sound construction and of sufficient size to accommodate comfortably the size and weight of the child; and that mats are in good repair, washable, covered with a waterproof material and at least two inches (2") thick. It was determined based on observation that 5 out of 5 cots in Room A were not in good repair.

POI (Plan of Improvement)

The Center will ensure that cots and mats are of sound construction and of sufficient size to accommodate the size and weight of the child and mats are in good repair, washable, covered with a waterproof material and is at least two inches thick.

Correction Deadline: 9/26/2025

Staff Records

Staff # 1 Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5 Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7 Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

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

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)**Not Met****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 observation that Staff # 9 was present at the center without a valid and current satisfactory Comprehensive Records Check Determination on file.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will create a reminder digitally 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. 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 CRC rules are maintained.

Correction Deadline: 8/22/2025**Finding**

591-1-1-.09(1)(l)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on observation that staff # 9 was present with an expired Comprehensive Records Check Determination. The Comprehensive Records Check Determination expired on June 15, 2020.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will ensure that each Director, Employee and Provisional Employee has a Comprehensive Records Check Determination on file that has been issued within the past five years. 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 CRC rules are maintained.

Correction Deadline: 8/22/2025

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

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit

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

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

Correction Deadline: 8/22/2025

591-1-1-.33 Staff Training**Not Met****Technical Assistance**

591-1-1-.33(1) - Discussed that effective July 1, 2025, all staff are required to obtain at least two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics as part of their 10 hours of annual training.

Correction Deadline: 8/22/2025

Finding

Previously Cited: 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 and #5 did not have evidence of completing the ten annual hours of required training for the year 2024.

591-1-1-.33(5)(a) 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 offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on staff records that staff # 1, # 5, and # 7 did not complete the ten hours of annual training for the year 2024.

POI (Plan of Improvement)

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

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

Recited on 8/22/2025

Technical Assistance

591-1-1-.33(5)(b)1. - New - Discussed that effective July 1, 2025, all staff are required to obtain at least two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics as part of their 10 hours of annual training.

Correction Deadline: 9/21/2025

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

Not Met

Finding

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on observation that Room A and Room B lead teachers did not meet the minimum academic requirements and qualifying experience to be the lead teacher.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

Correction Deadline: 8/22/2025

Staffing and Supervision

Records Reviewed: 9

Records with Missing/Incomplete Components: 5

Staff # 1

Not Met

Date of Hire: 03/21/2018

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 01/20/2010

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 10/14/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/04/2025

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

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

591-1-1-.32 Staff:Child Ratios and Group Size(CR)**Not Met****Finding**

591-1-1-.32(4)(a) requires that during the early morning times of arrival and late afternoon times of departure, infants and children younger than three (3) years may be grouped with older children so long as Staff: child ratios and group size are met based on the age of the youngest child in the group. It was determined based on observation that there were two 1-year-olds, two 2-year-olds, and three 3-year-olds housed together in Room A beyond the first hour of the operating day.

POI (Plan of Improvement)

The Center will maintain Staff:child ratios based on the youngest child in the group during early morning and late afternoon times when children younger than three years of age may be grouped with older children.

Correction Deadline: 8/22/2025**Prior Visits: 03/24/2023****591-1-1-.32 Supervision(CR)****Met****Comment**

Center observed to maintain appropriate staff:child ratios.