

**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:** 3/24/2025**VisitType:** EX-Monitoring**Arrival:** 5:15PM**Departure:** 7:00PM**EX-58074 EXMT-20963 EX-1 - Government
DuBois Integrity Academy Inc.**749 Main St, Riverdale GA 30274 Clayton County
(770) 629-1235
ccason@duboisintegrityacademy.com**Mailing Address**

Same

Exemption Unit Consultant

Keia Cole

Phone: (678) 717-5146

Fax: (770) 342-7801

keia.cole@dec.state.ga.us

Joint with:

Compliance Zone Designation			Prevention Action Category	IntermediateAction Category	Dismissal Action Category
3/24/2025	EX-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 (Level1 or 2)	
			Plan of Improvement		
			Prevention Level 3 (P3)	Intermediate Level 3 (I3)	

Staff: Child Ratios

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
Media Center		0	0	Y	
Multi Purpose Room	, Six and older	1	8	Y	Children were 11 to 14-years-old
Room 203	, Six and older	1	11	Y	
Room 204	, Six and older	1	7	Y	
Room 205	, Six and older	1	8	Y	

Group Sizes Met? Y

Total # Non-Care Staff Present: 7

#Staff Count: 4

#Children Count: 34

Comments:

The child care program is in compliance with the approved exemption category.

Corrective Action Plan:Developed This Date



Please refer the website, <http://www.decal.ga.gov/CCS/RulesAndRegulations.aspx> , for information regarding October 1, 2018 rule changes about Criminal Records Checks that may affect your facility. In summary,

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

By signing this report I acknowledge that the report was discussed with me and if there are any missing requirements I am responsible for submitting them as outlined to the GACAPS Program.

You have the right to refute any of the citations noted in this report with which you disagree. To refute a citation(s), e-mail the following information to CCSRefutations@decal.ga.gov.

1. Facility name, program number and visit date
2. Your name, title/relationship to the facility, e-mail address & up to two phone number(s) where you can be reached
3. Specific standard(s) that you are refuting, along with your concerns or questions regarding the citation
4. Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date of the visit to the facility.
5. Your refutation will be forwarded to the CCS Exemptions Unit manager, who will follow up with you about your concerns. If you have any questions about this process, contact our office at 770-293-5977.

Any violation which subjects a child to injury or life threatening situation or continued non-compliance may jeopardize participation in the CAPS program for eligible license-exempt program (government-owned facilities and day camps).

Director/Person-in-charge Signature _____

Printed Name _____ Date _____

Specialist Signature _____ Date _____

**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.al.ga.gov

(Findings Report)**Date:** 3/24/2025**VisitType:** EX-Monitoring**Arrival:** 5:15PM**Departure:** 7:00PM**EX-58074 EXMT-20963 EX-1 - Government
DuBois Integrity Academy Inc.**749 Main St, Riverdale GA 30274 Clayton County
(770) 629-1235
ccason@duboisintegrityacademy.com**Mailing Address**

Same

Exemption Unit Consultant

Keia Cole

Phone: (678) 717-5146

Fax: (770) 342-7801

keia.cole@dec.al.ga.gov

Joint with:

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

A daily planned program of varied and developmentally appropriate activities observed with various teaching methods to accommodate different learning styles.

EX-HS-.F Equipment & Toys(CS)**Met****Comment**

The equipment and furniture observed to be properly secured, as applicable.

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

Program does not provide swimming activities.

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

Observed children's files as required.

Exemptions**EX-HS-.X Exemption Requirements****Met****Comment**

Observed compliance with the fire safety agencies on this date.

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

Bathrooms located on each floor in or adjacent to child care areas and rooms.

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

Observed approval from the Department and fire safety agencies on this date.

Comment

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

Comment

Program appears clean and well maintained.

EX-HS-.M Playgrounds(CS)

N/A

Comment

No playground provided

Health and Hygiene

EX-HS-.U Diapering Areas & Practices(CS)

N/A

Comment

No diapered children are enrolled

EX-HS-.H Hygiene

Met

Comment

Proper hand washing observed throughout the program.

EX-HS-.I Medications(CS)

N/A

Comment

Medication is not dispensed

Policies and Procedures

EX-HS-.J Operational Policies & Procedures

Technical Assistance

Comment

Determined age-appropriate discipline is communicated to staff on this date.

Comment

It was determined that the program provides Parents a copy of the Program's written policies and procedures.

Comment

Observed evidence of written drills conducted within the Program on this date.

Comment

Observed the Program's written emergency plan on this date.

Technical Assistance

EX-HS-.J(1)(a-i) - It was discussed with the director on this date to add the site location and the type of drill to the drill log due to the Program having multiple locations.

EX-HS-.T Required Reporting

Met

Comment

There were no incidents or injuries that required reporting.

Safety

EX-HS-.E Discipline(CS)

Met

Comment

Determined age-appropriate discipline is communicated to staff on this date.

Comment

Observed age-appropriate discipline policies on this date.

EX-HS-.S Field Trips

N/A

Comment

No field trips are offered

Comment

Program does not provide routine transportation.

Sleeping & Resting Equipment

EX-HS-.V Safe Sleeping and Resting Requirements(CS)

N/A

Comment

No infants are enrolled.

Comment

No safe sleep policies are necessary.

Staff Records

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

Met

Comment

Criminal record checks were observed to be complete.

Comment

Evidence of satisfactory Comprehensive Records Check Determination letters on file for seven (7) out of seven (7) employees.

EX-HS-.W First Aid & CPR

Not Met

Finding

EX-HS-.W(2) requires staff who provide direct care to children must satisfactorily obtain certification in first aid and pediatric 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 review of records that one (1) out of seven (7) staff members did not have evidence of pediatric CPR and first aid training.

POI (Plan of Improvement)

The program will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/23/2025

EX-HS-.P Staff Training

Not Met

Comment

Observed initial orientation for all staff on this date.

Finding

EX-HS-.P(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016, and staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on review of records that two (2) out of seven (7) staff members were missing the completion of the Health and Safety orientation training.

POI (Plan of Improvement)

The program will develop and implement a plan to schedule and track this training for all employees based on their hire dates. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/23/2025

Finding

EX-HS-.P(4) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver personnel, except independent contractors, students-in-training, and volunteers, to attend ten (10) clock hours of training that is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university, vocational program, or other department-approved source. It was determined based on review of records that seven (7) out of seven (7) staff members did not have evidence of ten (10) additional hours of child-related task-focused 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. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/23/2025

Staffing and Supervision	
--------------------------	--

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

Met

Comment

Adequate supervision observed on this date.

Comment

Program observed to maintain appropriate staff: child ratios.