



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: 4/9/2025 **VisitType:** Licensing Study

Arrival: 9:25 AM **Departure:** 3:55 PM

CCLC-23527

Future Leaders Christian Academy

51 Polar Rock Rd SW Atlanta, GA 30315 Fulton County
(404) 627-4223 corporate@futureleadersacademy.com

Regional Consultant

Angela Hall

Phone: (404) 977-2140

Fax:

angela.hall@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.
04/09/2025	Licensing Study	Good Standing	
08/05/2024	Complaint Closure	Good Standing	
08/05/2024	Complaint Investigation & Monitoring Visit	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
I	A 1st Right	Three Year Olds and Four Year Olds and Six Year Olds and Over	1	7	C	19	C	27	C	Art
I	B 2nd Right		0	0	C	22	C	30	C	
I	C Upstairs 1st L	Infants and One Year Olds	1	6	C	7	C	NA	NA	Free Play,Snack
I	D Up 2nd L		0	0	C	6	C	NA	NA	
I	E up 1st Right		0	0	C	18	C	NA	NA	
I	F Up 2nd Right		0	0	C	21	C	NA	NA	
I	G Up 3rd Right	Two Year Olds	1	8	C	14	C	NA	NA	Art
I	H up 4th right		0	0	C	13	C	NA	NA	
Total Capacity @35 sq. ft.: 120					Total Capacity @25 sq. ft.: 194					
II	Modular Side A		0	0	C	21	C	29	C	
II	Modular Side B		0	0	C	21	C	29	C	
Total Capacity @35 sq. ft.: 42					Total Capacity @25 sq. ft.: 194					
Total # Children this Date: 21			Total Capacity @35 sq. ft.: 162			Total Capacity @25 sq. ft.: 194				

Building	Playground	Playground Occupancy	Playground Compliance
I	PGR	146	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
8	9	8	14	5	18	34

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.decga.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:

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 CAPS/ QR Provisional Status, allowing for scholarships while working toward an initial star rating. Provisional Status eligibility will be determined at the time of CAPS enrollment as part of the CAPS application process.

Contact the Quality Rated help desk at 855-800-7747 or qualityrated@decga.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: 15

Records with Missing/Incomplete Components: 8

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

591-1-1-.03 Activities**Not Met****Finding**

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that Classroom A, Classroom C and Classroom G did not have lesson plans.

POI (Plan of Improvement)

The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

Correction Deadline: 4/9/2025**591-1-1-.12 Equipment & Toys(CR)****Met****Comment**

A variety of equipment and toys were observed throughout the center.

591-1-1-.35 Swimming Pools & Water-related Activities(CR)**N/A****Comment**

Center does not provide swimming activities.

Children's Records

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7	Not Met
Date of Hire: 08/01/2024	
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 8	Not Met
Date of Hire: 05/24/2022	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 10	Not Met
Date of Hire: 10/02/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing	
Staff # 12	Not Met
Date of Hire: 03/20/2025	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing	
Staff # 13	Not Met
Date of Hire: 05/16/2024	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 14	Not Met
Date of Hire: 07/19/2016	
<u>"Missing/Incomplete Components"</u>	
.33(4)-Food Prep Training Missing 4 hrs.	

Child # 1	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(2)-Immunization	
Child # 2	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(2)-Immunization	
Child # 4	Not Met
<u>"Missing/Incomplete Components"</u>	
.08(2)-Immunization	

Child # 5

Not Met

"Missing/Incomplete Components"

.08(2)-Immunization

591-1-1-.08 Children's Records**Not Met****Finding**

591-1-1-.08(2) requires Center Staff to maintain a file for each child that includes evidence of age-appropriate immunizations or a signed affidavit against such immunizations for each child enrolled in the center on a form approved by the Department, and to allow no child to continue enrollment in the Center for more than thirty (30) days without such evidence. It was determined based on review of children's records four of the five children did not have immunizations.

POI (Plan of Improvement)

Center staff will have and use a plan to track immunization forms for all enrolled children and to ensure the form or affidavit are obtained from the parent or guardian within 30 days of enrollment. Parents will be informed their child cannot remain enrolled in the center without this documentation.

Correction Deadline: 4/19/2025**Facility**

Records Reviewed: 15

Records with Missing/Incomplete Components: 8

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

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

Bathrooms observed to be clean and well maintained.

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

Licensed capacity observed to be routinely met by center.

591-1-1-.25 Physical Plant - Safe Environment(CR)**Technical Assistance****Comment**

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

Comment

Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

Technical Assistance

591-1-1-.25(11) - Consultant discussed flooring with the provider on this date.

Correction Deadline: 5/9/2025

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 and measurements the fence on the left side and back of the fence measured 3 feet 10 inches. It was further observed that the white fence was broken in several places on the left and back posing a hazard to the children and the gate was unlocked on the left side of the fence accessible to children.

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: 4/9/2025

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 the red hummer truck structures and the bicycle merry go round had rust on them. It was further observed that the red picnic table was chipped.

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: 4/19/2025

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation and measurement of the resilient surfacing under the metal play structures on the playground was observed to be less than two inches thick.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

Correction Deadline: 4/19/2025

Food Service	
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Records Reviewed: 15

Records with Missing/Incomplete Components: 8

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

591-1-1.15 Food Service & Nutrition**Not Met****Comment**

Please ensure that bottles are covered and fully labeled with child's full name.

Finding

591-1-1.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies. It was determined based on observation that three enrolled children in Classroom C did not have infant feeding plans.

POI (Plan of Improvement)

The Center Director will develop and implement a plan to obtain and post the completed feeding plan as part of the enrollment process and to have parents update the plans on a regular basis that will include center staff involved with enrollment and those working in the infant classrooms.

Correction Deadline: 4/9/2025

591-1-1.18 Kitchen Operations**Met****Comment**

Kitchen appears clean and well organized.

Health and Hygiene

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2	Not Met
Date of Hire: 09/05/2017	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 7	Not Met
Date of Hire: 08/01/2024	
<u>"Missing/Incomplete Components"</u>	
.36(3)(a-b)-2 hrs. Transportation Training missing	
Staff # 8	Not Met
Date of Hire: 05/24/2022	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 10	Not Met
Date of Hire: 10/02/2024	
<u>"Missing/Incomplete Components"</u>	
.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing	
Staff # 12	Not Met
Date of Hire: 03/20/2025	
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Staff # 13	Not Met
Date of Hire: 05/16/2024	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 14	Not Met
Date of Hire: 07/19/2016	
<u>"Missing/Incomplete Components"</u>	
.33(4)-Food Prep Training Missing 4 hrs.	

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

Comment

Hand washing requirements for diapering were discussed with the director on this date.

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

Comment

Please ensure lids remain on trash containing organic waste.

Comment

Staff were observed to remind children to wash hands.

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures**Records Reviewed: 15****Records with Missing/Incomplete Components: 8**

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

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Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

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Staff # 12

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Date of Hire: 03/20/2025

"Missing/Incomplete Components"

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Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

591-1-1-.21 Operational Policies & Procedures**Met****Comment**

Program observed complete emergency drills

591-1-1-.27 Posted Notices**Not Met****Finding**

591-1-1-.27 requires each Center to post in a designated area for public viewing near the front entrance the following: the Center's current License or Permit; a copy of these rules; a copy of the current communicable disease chart; a statement allowing Parent(s) access to all child care areas upon notifying any staff member of his or her presence; names of persons responsible for the administration of the Center in the administrator's absence; the dated current week's menu for meals and snacks; emergency plans for severe weather, fire, and other emergency situations; a statement requiring visitors to check in with Staff when entering the Center; no smoking signs; and a notice provided by the Department which advises Parents of their right to review a copy of the Center's most recent licensure evaluation report upon request to the Center Director. The Center shall provide any Parent with a copy of this evaluation report upon request. It was determined based on observation that the provider does not have posted a copy of the current communicable disease chart; a statement allowing parents access to all child care areas upon notifying any staff member of his or her presence, names of persons responsible for the administration of the center in the administrator's absence, the dated current week's menu for meals and snacks, emergency plans for severe weather, fire, and other emergency situations, a statement requiring visitors to check in with staff when entering the center; no smoking signs; and a notice provided by the department which advises parents of their right to review a copy of the center's most recent licensure evaluation report upon request to the center director.

POI (Plan of Improvement)

The Center will post the notices as required and ensure they remain posted.

Correction Deadline: 4/9/2025**Safety**

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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Date of Hire: 10/02/2024

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Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

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-.13 Field Trips(CR)

N/A

Comment

Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR)

Not Met

Comment

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

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 review of staff records that Staff # 7 with a hire date of August 01, 2024, who is the driver, did not have two hours of transportation training.

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: 4/19/2025

Correction Deadline: 8/6/2024

Corrected on 4/9/2025

.36(4)(b) - The previous citation has been corrected. Consultant did not observe torn seats with exposed foam on this date.

Finding

591-1-1-.36(4)(c) requires that each vehicle be equipped with a fire extinguisher maintained in working order and kept inaccessible to children. It was determined based on observation that there is no fire extinguisher on the van with tag # CXQ7556..

POI (Plan of Improvement)

The center will ensure that each vehicle has a working fire extinguisher and that the fire extinguisher is kept out of reach of children.

Correction Deadline: 4/9/2025

Sleeping & Resting Equipment

Records Reviewed: 15

Records with Missing/Incomplete Components: 8

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

Records Reviewed: 15**Records with Missing/Incomplete Components: 8**

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

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

Discussed SIDS and infant sleeping position.

Comment

Please ensure that cribs/cots are labeled for individual use.

Staff Records**Records Reviewed: 15****Records with Missing/Incomplete Components: 8**

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

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

Criminal record checks were observed to be complete.

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

Criminal records checks were observed to be complete.

591-1-1-.14 First Aid & CPR**Met****Correction Deadline: 8/30/2024****Corrected on 4/9/2025**

.14(1) - The previous citation has been corrected. Consultant observed at least 50% of the staff with CPR and First Aid on this date.

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 review of staff records the provider does not have personnel files for Staff # 1 with a hire date of 09-21-2023, Staff # 10 with a hire date of 10-02-2024 and Staff # 12 with a hire date of 03-20-2025.

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.

591-1-1-.33 Staff Training**Not Met****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 review of staff records that Staff # 1 with a hire date of September 21, 2023, Staff # 8 with a hire date of May 24, 2022, and Staff #13 with a hire date of May 16, 2024, did not complete the health and safety orientation training..

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: 5/9/2025**Finding**

591-1-1-.33(4) requires within the first year of employment, the Director and person with primary responsibility for food preparation shall have four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage. It was determined based on review of staff records that Staff # 14 with a hire date of July 19, 2016, did complete four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage.

POI (Plan of Improvement)

The Center will schedule food preparation training, as required, and follow up to ensure the training is completed.

Correction Deadline: 5/9/2025**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 review of staff records that Staff # 2 with a hire date of 09-05-2017 and Staff # 8 with a hire date of 05-24-2022 did not complete ten clock hours of diverse training in 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: 4/9/2025**Recited on 4/9/2025****591-1-1-.31 Staff(CR)****Defer****Defer**

591-1-1-.31(1)(b)2.-The rule will be checked on the next regulatory visit. Provider currently does not have a director.

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: 8/30/2024

Correction Deadline: 8/30/2024

Corrected on 4/9/2025

.31(2)(c) - The previous citation has been corrected. Consultant observed credentials for lead teachers on this date.

Staffing and Supervision

Records Reviewed: 15

Records with Missing/Incomplete Components: 8

Staff # 1

Not Met

Date of Hire: 09/21/2023

"Missing/Incomplete Components"

.24(1)-No Record,.33(3)-Health & Safety Certificate,.24(1)-10 Yr. Work History Missing,.24(1)-Address Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Name Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 2

Not Met

Date of Hire: 09/05/2017

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 7

Not Met

Date of Hire: 08/01/2024

"Missing/Incomplete Components"

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

Staff # 8

Not Met

Date of Hire: 05/24/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 10

Not Met

Date of Hire: 10/02/2024

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Name Missing,.24(1)-Evidence of Orientation Missing,.24(1)-Education Experience Missing,.24(1)-DOB Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Phone Number Missing,.24(1)-SSN Missing,.24(1)-Work Experience Missing

Staff # 12

Not Met

Date of Hire: 03/20/2025

"Missing/Incomplete Components"

.24(1)-No Record,.24(1)-Evidence of Orientation Missing,.24(1)-DOB Missing,.24(1)-Education Experience Missing,.24(1)-Address Missing,.24(1)-10 Yr. Work History Missing,.24(1)-Work Experience Missing,.24(1)-SSN Missing,.24(1)-Phone Number Missing,.24(1)-Name Missing

Staff # 13

Not Met

Date of Hire: 05/16/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14

Not Met

Date of Hire: 07/19/2016

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.

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

Center observed to maintain appropriate staff:child ratios.

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

Correction Deadline: 8/5/2024

Corrected on 4/9/2025

.32(7) - The previous citation has been corrected. Consultant observed adequate supervision on this date.