



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: 6/18/2025 **VisitType:** Incident Investigation Closure from II/FollowUp on 06/16/2025

CCLC-63874

The Fox Den Academy

185 Thornton Rd Forsyth, GA 31029 Monroe County
(478) 370-8648 antoinettekemp@thefoxdenpreschool.com

Regional Consultant

Kristy Turner

Phone: (470) 373-3232

Fax:

kristy.turner@dec.al.ga.gov

Mailing Address

Same

Quality Rated: No

Compliance Zone Designation			Compliance Zone Designation - A summary measure of a program's 12 month monitoring history, as it pertains to child care health and safety rules. The three compliance zones are good standing, support, and deficient. Good Standing - Program is demonstrating an acceptable level of performance in meeting the rules. Support - Program performance is demonstrating a need for improvement in meeting rules. Deficient - Program is not demonstrating an acceptable level of performance in meeting the rules.
06/18/2025	Incident Investigation Closure	Good Standing	
06/16/2025	Incident Investigation & Follow Up	Good Standing	
05/23/2025	Complaint Closure	Support	

Comments

The investigative findings were not concluded on this date. The investigation remains open pending additional information. Upon completion, the findings will be reviewed with the child care program and a final copy of the report will be sent.

Advisement of Potential for Repeated Rule Violations during Pending Investigations

This report shall serve as official notice of potential rule violations. These potential rule violations have been detailed in this report and discussed with you by the consultant. The department shall conduct a thorough investigation to determine if in fact the alleged rule violation(s) should or should not be substantiated. Please be aware that the investigation may take some time to be finalized to ensure fairness and accuracy. During this investigation period, any violations of an identical rule or rules will require the department to treat any and all substantiated rule violations identified in the investigation as repeated rule violation(s).

Further, from time to time the department discovers additional rule violations during the course of an investigation. If there are new rule violation(s), your consultant shall inform you of the violation(s) as soon as possible. However, as stated above, any violations of identical rule(s) will require the department to treat any and all additional rule violations identified in the investigation as repeated rule violations.

All rule violations found in relation to a complaint or incident investigation will be associated with the date the investigation was closed.



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)

I have read and understand the Rules and Regulations for Child Care Learning Centers, 591-1-1. I acknowledge that the items noted in this report have been discussed with me and I have agreed to a Plan of Improvement (POI) as indicated in this report. I understand that correction of these deficiencies, while required, will not necessarily prevent DECAL from taking adverse action against this facility. I understand that if I disagree with any of the deficiencies cited, I have the right to refute them on this report or any other form that I choose to send to Child Care Services.



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Summary Report

Date: 6/18/2025 **VisitType:** Incident Investigation Closure from II/FollowUp on 06/16/2025 **Arrival:** 11:15 AM **Departure:** 2:05 PM

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The following information is associated with a Incident Investigation Closure:

Policies and Procedures

591-1-1-.29 Required Reporting

Not Met

Finding Associated with Complaint

591-1-1-.29(4) requires that within twenty-four (24) hours or on the next work day that the Center knows or reasonably should know that there has been an arrest or change in the Comprehensive Records Check Determination of any Director or Employee or the Fingerprint Records Check Determination for any Provisional Employee, the Director or designated person -in-charge shall report or cause to be reported to the Department the incident and the name of any such Director, Employee or Provisional Employee. It was determined based on an investigation that on December 2, 2024, the program failed to submit a required report within 24 hours to the Department, after a Staff member was arrested on the premises for having an illegal substance in their vehicle.

POI (Plan of Improvement)

The Center will report to the Department any arrest or change in a Director or Employee's Comprehensive Records Check Determination or the Fingerprint Records Check Determination of any Provisional Employee. Such report should be made within 24 hours or on the next work day and should include the incident and name of the person involved.

Correction Deadline: 6/16/2025

Staff Records

591-1-1-.28 Prohibited Substances

Not Met

Finding Associated with Complaint

591-1-1-.28(1) requires that Staff, chaperones and Students- in-Training may not be under the influence of or consume alcohol or illegal drugs at any time or place where children are present. It was determined based on an investigation that on December 2, 2024, at approximately 11:05 a.m., a Staff member was arrested for having an illegal substance in their vehicle while on the premises during the center's hours of operation.

POI (Plan of Improvement)

The Center will instruct Staff regarding this requirement and will address any signs of Staff's use of prohibited substances.

Correction Deadline: 6/16/2025