



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: 12/23/2025 **VisitType:** Monitoring Visit

Arrival: 10:00 AM **Departure:** 2:35 PM

CCLC-47215

White Oak Learning Academy #3

2982 Grizzle Road Dawsonville, GA 30534 Dawson County
(706) 216-3842

Regional Consultant

Lynn Schnitzer

Phone: (678) 717-5720

Fax: (770) 344-5683

lynn.schnitzer@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.
12/23/2025	Monitoring Visit	Good Standing	
02/19/2025	Licensing Study	Good Standing	
07/24/2024	Complaint Closure	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	Beginners	Infants	2	2	C	15	C	NA	NA	Floor Play,Diapering
Main	Infants	Infants	2	6	C	14	C	NA	NA	Floor Play,Nap,Diapering
Main	PreK/ AS 1		0	0	C	26	C	NA	NA	
Main	PreK/ AS 2	Four Year Olds and Five Year Olds	2	5	C	22	C	NA	NA	Art
Main	PreK/ AS 3	Six Year Olds and Over	1	12	C	22	C	NA	NA	Outside
Main	PreK/ AS 4	Three Year Olds and Four Year Olds	1	7	C	20	C	NA	NA	Centers
Main	Preschool 1	One Year Olds and Two Year Olds	2	6	C	23	C	NA	NA	Art
Main	Preschool 2	Two Year Olds	3	8	C	23	C	NA	NA	Circle Time
Main	Preschool 3	Two Year Olds and Three Year Olds	2	7	C	28	C	NA	NA	Lunch
Main	Preschool 4	Three Year Olds	3	6	C	26	C	NA	NA	Centers
Main	Toddlers	One Year Olds	2	7	C	18	C	NA	NA	Circle Time
Total Capacity @35 sq. ft.: 237						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 66			Total Capacity @35 sq. ft.: 237			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	U - Left	20	C
Main	V- Right Front	69	C
Main	W- Right Back	62	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
16	25	26	36	34	19	76

Comments

The consultant discussed the visit report with the Director, Sarah Overman, on December 23, 2025.

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.decgal.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!



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

Summary Report

Date: 12/23/2025 VisitType: Monitoring Visit

Arrival: 10:00 AM Departure: 2:35 PM

CCLC-47215

White Oak Learning Academy #3

2982 Grizzle Road Dawsonville, GA 30534 Dawson County
(706) 216-3842

Regional Consultant

Lynn Schnitzer

Phone: (678) 717-5720

Fax: (770) 344-5683

lynn.schnitzer@dec.al.ga.gov

Mailing Address
Same

The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Technical Assistance

Technical Assistance

591-1-1-.12(4) - Consultant discussed with director to ensure that the television is secured from tipping in classroom PreK/AS 2.

Correction Deadline: 12/23/2025

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

N/A

Comment

Center does not provide swimming activities.

Facility

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)

Met

Comment

No hazards observed accessible to children on this date.

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 there was a gap measuring approximately four inches under the middle gate on playground U - Left. Further, there was a protruding wire at the bottom of the gate between playgrounds V - Right Front and W - Right Back.

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: 12/23/2025

Health and Hygiene

Comment

Proper diapering procedures observed.

Technical Assistance

591-1-1-.10(1) - Consultant discussed with director to ensure that center staff turn on the exhaust fan when diapering.

Correction Deadline: 12/23/2025

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

Not Met**Finding**

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on observation that center staff did not wash an infant's hands after completing the diapering process in classroom Infants.

POI (Plan of Improvement)

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 12/23/2025

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

Met**Comment**

Documentation for medication dispensing observed completed on this date.

Policies and Procedures

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.decgal.ga.gov/CCS/RulesAndRegulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 12/28/2025

Safety

591-1-1-.11 Discipline(CR)

Met**Comment**

Age-appropriate discussion and/or redirection observed.

Comment

Staff were observed to maintain a positive learning environment on this date.

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

Not Met**Comment**

A current/completed inspection was observed for all vehicles used in transporting children this date.

Comment

Complete documentation of transportation observed on this date.

Finding

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined based on observation that there were unsecured bins in five of the five vehicles used for school transportation.

POI (Plan of Improvement)

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

Correction Deadline: 12/24/2025

Correction Deadline: 2/19/2025

Corrected on 12/23/2025

.36(4)(c) - The previous citation was observed corrected on this date. The Consultant observed the fire extinguishers on the vehicles had been inspected in May 2025 and were fully charged.

Sleeping & Resting Equipment

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

Met

Comment

Staff stated knowledge of infant safe sleep requirements.

Correction Deadline: 2/19/2025

Corrected on 12/23/2025

.30(1)(b) - The previous citation was observed corrected on this date. The Consultant observed the cots to be in good condition.

Staff Records

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

Met

Comment

Criminal record checks were observed to be complete.

Comment

Director provided 15 files for employees hired since last visit February 19, 2025.

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

Met

Comment

Evidence observed of 100% of center Staff certified in First Aid and CPR containing emergency care for infants and children on this date.

591-1-1-.33 Staff Training

Technical Assistance

Technical Assistance

591-1-1-.33(3)(a)-(k) - Consultant discussed with director to ensure that staff #21, date of hire July 28, 2025, retakes Health and Safety Orientation training. Consultant discussed with director that new hires whose Health and Safety Orientation training was completed more than 12 months prior to their hire date are required to retake it.

Correction Deadline: 1/22/2026

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: 1/22/2026

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

Met

Comment

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

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****Comment**

Staff observed to provide direct supervision and be attentive to children's needs.