

**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:** 2/6/2026 **VisitType:** EX-CAPS Monitoring Follow-Up**Arrival:** 3:45PM**Departure:** 4:15PM**EX-43890 EXMT-6397 EX-1 - Government  
DeKalb County Schools ASED - Flat Rock**4603 Evans Mill Road, Lithonia GA 30038 DeKalb  
County**Mailing Address****Exemption Unit Consultant**

Sherri Thompson

Phone: (770) 357-7038

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Joint with:

| <b>Compliance Zone Designation</b> |                                    |            | <b>Prevention Action Category</b> | <b>Intermediate Action Category</b> | <b>Dismissal Action Category</b> |
|------------------------------------|------------------------------------|------------|-----------------------------------|-------------------------------------|----------------------------------|
| 2/6/2026                           | EX-CAPS<br>Monitoring<br>Follow-Up | Prevention | <b>Prevention Level 1 (P1)</b>    | <b>Intermediate Level 1 (I1)</b>    | <b>Dismissal (D)</b>             |
|                                    |                                    |            | Technical Assistance              | Corrective Action Plan              | Dismissal                        |
|                                    |                                    |            |                                   | Office Conference                   | Disqualification                 |
|                                    |                                    |            | <b>Prevention Level 2 (P2)</b>    | <b>Intermediate Level 2 (I2)</b>    |                                  |
|                                    |                                    |            | Citation                          | Fine (Level 1 or 2)                 |                                  |
|                                    |                                    |            | Plan of Improvement               |                                     |                                  |
|                                    |                                    |            | <b>Prevention Level 3 (P3)</b>    | <b>Intermediate Level 3 (I3)</b>    |                                  |

| <b>Room Description</b> | <b>Age Groups</b> | <b>Staff Count</b> | <b>Children Count</b> | <b>State Ratio Met</b> | <b>Notes</b> |
|-------------------------|-------------------|--------------------|-----------------------|------------------------|--------------|
| Cafe                    |                   | 0                  | 0                     | Y                      |              |
| Gym                     |                   | 0                  | 0                     | Y                      |              |
| Media Center            |                   | 0                  | 0                     | Y                      |              |
| PG                      |                   | 0                  | 0                     | Y                      |              |
| Room 312                |                   | 0                  | 0                     | Y                      |              |
| Room 317                |                   | 0                  | 0                     | Y                      |              |

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 0

#Children Count: 0

**Comments:**

The purpose of today's visit was to conduct follow-up from the previous visit.

Please refer to the Exemption page of the website, <https://www.decal.ga.gov/CCS/Exemptions.aspx> for information regarding 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

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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](http://www.decalkoala.com) with the user id 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 standard number(s) that you are refuting, add the reason for disagreement regarding the standard 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.

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**(Summary Report)****Date:** 2/6/2026 **VisitType:** EX-CAPS Monitoring Follow-Up**Arrival:** 3:45PM**Departure:** 4:15PM**EX-43890 EXMT-6397 EX-1 - Government**  
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Joint with:

**The following information is associated with a EX-CAPS-Monitoring FollowUp:**

|  | <b>Facility</b> |
|--|-----------------|
|--|-----------------|

**EX-HS-.L Physical Plant(CS)****Met****Corrected on 2/6/2026****EX-HS-.L(2) - A current annual fire inspection was viewed and dated October 9, 2025.**

|  | <b>Policies and Procedures</b> |
|--|--------------------------------|
|--|--------------------------------|

**EX-HS-.J Operational Policies & Procedures****Met****Corrected on 2/6/2026****EX-HS-.J(2) - A current emergency drill log was completed and viewed. Future drills will be documented and the log maintained for the required for two years.**

|  | <b>Staff Records</b> |
|--|----------------------|
|--|----------------------|

**Records Reviewed: 8****Records with Missing/Incomplete Components: 6****Staff # 1****Not Met**"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.K(1)-No Record

**Staff # 2****Not Met****Date of Hire: 07/31/2024**"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.K(1)-No Record

**Staff # 4****Not Met****Date of Hire: 03/15/2024**"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.K(1)-No Record

**Staff # 5****Not Met****Date of Hire: 07/30/2025**"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.K(1)-No Record

Staff # 6

Not Met

Date of Hire: 10/23/2015

"Missing/Incomplete Components"

EX-HS-.K(1)-No Record,EX-HS-.P(3)-Health and Safety Training

Staff # 8

Not Met

Date of Hire: 06/15/2018

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.K(1)-No Record

**EX-HS-.G First Aid & CPR(CS)****Not Met****Finding**

EX-HS.G(1)(a-b) requires (a) all Staff who provide direct care to children must obtain certification in a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid within the first 45 days of employment. Current and valid evidence of the successful completion of such training shall be maintained on the program's premises. The hours obtained completing this certification will not count towards the required annual training hours; (b) The training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. It was determined based on a request to review CPR and First Aid training, one of seven staff members had documentation of the required training. The staff members have been employed in the program since the start of the 2025 school year.

**POI (Plan of Improvement)**

The Program will ensure all Staff that provide direct care to children obtain pediatric CPR and first aid training within the first 45 days of employment. The training shall be maintained on the Program's premises and must be completed by a certified or licensed health care professional or trainer that deal with the provisions of emergency care to infants and children. develop a schedule to ensure there is always a staff person with current first aid and pediatric CPR training present, and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date.

**Correction Deadline: 2/13/2026****Recited on 2/6/2026****EX-HS-.K Personnel Records****Not Met****Finding**

EX-HS-.K(1)(a-c) requires the Program to maintain a personnel file on all Staff for the duration of the term of employment plus one calendar year, and shall contain the following: (a) identifying information to include: name, date of birth, current address and current telephone number; (b) evidence of all training required by these standards which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; (c) verification of a satisfactory criminal backgrounds check. It was determined base on a request to review all seven staff records that the program did not have the required documentation as outlined in the standard. One out of seven staff members had an application containing identifying information.

**POI (Plan of Improvement)**

The Program will secure required information for all Staff. The Program 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.

**Correction Deadline: 2/13/2026****Recited on 2/6/2026****EX-HS-.P Staff Training****Not Met****Finding**

EX-HS.P(1) requires prior to assignment to children or task, all Employees (i.e., volunteers, students-in-training, independent contractors, etc.) and Provisional Employees must receive initial program orientation. It was determined based on a request to review staff records that six of seven staff did not have documentation of the completion of orientation prior to their assignment.

**POI (Plan of Improvement)**

The Program will develop and provide orientation for all new Staff prior to their assignment to children or task.

**Correction Deadline: 2/13/2026**

**Recited on 2/6/2026**

**Finding**

EX-HS-.P(3)(a-k) requires each staff member with direct care responsibilities shall complete health and safety training and 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: (a) prevention and control of infectious diseases; (b) prevention of sudden infant death syndrome and use of safe sleeping practices; (c) administration of medication, consistent with standards for parental consent; (d) prevention of and response to emergencies due to food and allergic reactions; (e) 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; (f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment; (g) 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); (h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants; (i) precautions in transporting children (if applicable); (j) recognition and reporting of child abuse and neglect; and (k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on a request to review staff records that six out of seven staff did not have documentation of the completion of required Health and Safety orientation. The staff members have been employed in program since the start of the 2025 school year.

**POI (Plan of Improvement)**

The Program will develop and implement a plan to schedule and track Health and Safety orientation training for all employees based on their hire dates.

**Correction Deadline: 2/13/2026**

**Recited on 2/6/2026**