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: 7/16/2025 **VisitType:** Licensing Study **Arrival:** 12:00 PM **Departure:** 3:35 PM

CCLC-63651
JLIT Collective Co DBA Spence Early Learning Center
1525 E. Broad Avenue Albany, GA 31705 Dougherty County
(229) 878-4445 jmjspence@gmail.com

Regional Consultant
Debrik Perry
Phone: (478) 599-9821
Fax: (478) 314-5864
debrik.perry@decal.ga.gov

Mailing Address
Same

Quality Rated: No

Compliance Zone Designation		
07/16/2025	Licensing Study	Good Standing
02/07/2025	Complaint Investigation & Monitoring Visit	Good Standing
02/07/2025	Complaint Closure	Good Standing

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.

Ratios/License Capacity

Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
One Bldg.	Room A-Infant	Infants and Two Year Olds	1	6	C	23	C	NA	NA	Nap
One Bldg.	Room B 2-3 year	Two Year Olds	1	9	C	20	C	NA	NA	Nap
One Bldg.	Room C 3-5 year old	Four Year Olds and Five Year Olds	1	4	C	18	C	NA	NA	Nap
		Total Capacity @35 sq. ft.: 61				Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 19		Total Capacity @35 sq. ft.: 61				Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
One Bldg.	one L-shaped plgr.	155	C

Enrolled Children

Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
2	2	9	4	3	0	5

Comments
An on site licensing study was conducted on July 16, 2025 with the director and office assistant.

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.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

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@decal.ga.gov for more information. Free techincal assistance is available!

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(Findings Report)

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Mailing Address
Same

The following information is associated with a LS:

Activities and Equipment

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met
Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met
Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met
Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met
Date of Hire: 05/29/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Comment
A variety of equipment and toys were observed throughout the center on this date.

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

Comment
Center does not provide swimming activities.

Children's Records

Records Reviewed: 7 | **Records with Missing/Incomplete Components: 4**

Staff # 2 — Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 — Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 — Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 — Not Met

Date of Hire: 05/29/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.08 Children's Records — **Met**

Comment
Records were observed to be complete and well organized.

Facility

Records Reviewed: 7 | **Records with Missing/Incomplete Components: 4**

Staff # 2 — Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 — Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 — Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 — Not Met

Date of Hire: 05/29/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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 on this date.

591-1-1-.25 Physical Plant - Safe Environment(CR) **Met**

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

591-1-1-.26 Playgrounds(CR) **Not Met**

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 colorful plastic gate located behind the infant classroom had six connected pieces with broken handles. It was further determined that the broken handles created sharp edges.

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: 7/23/2025 **Prior Visits: 02/07/2025**

Recited on 7/16/2025

Food Service

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.15 Food Service & Nutrition **Not Met**

Comment
Center menu meets USDA guidelines.

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 two infants present without a feeding plan on file.

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: 7/16/2025

591-1-1-.18 Kitchen Operations **Met**

Comment
Kitchen appears clean and well organized on this date.

Health and Hygiene

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.07 Children's Health **Not Met**

Finding
591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifiers or other hazardous items. It was determined based on observation that an infant in Room A was inside the crib with a pink pacifier leash connected to their neck.

POI (Plan of Improvement)
The Center will instruct Staff regarding this safety requirement.

Correction Deadline: 7/16/2025

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

Comment
Staff stated proper knowledge of diapering procedures.

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

Comment
Staff were observed to remind children to wash hands on this date.

591-1-1-.20 Medications(CR) **N/A**

Comment
The Provider currently does not dispense/administer medication.

Policies and Procedures

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Comment
Program observed complete emergency drills

591-1-1-.27 Posted Notices **Met**

Comment
Observed all required posted notices.

591-1-1-.29 Required Reporting **Met**

Comment
Discussed reporting requirements.

Safety

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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.

Correction Deadline: 2/7/2025 **Prior Visits: 02/07/2025**

Corrected on 7/16/2025
Previous citation corrected. The staff stated proper knowledge of discipline and safety rules.

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) **N/A**

Comment
Center does not provide routine transportation.

Sleeping & Resting Equipment

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.30 Safe Sleeping and Resting Requirements(CR) **Not Met**

Finding
591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on observation and staff statement that the infant crib sheets are changes every other day.

POI (Plan of Improvement)
The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 7/16/2025

Staff Records

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Records Reviewed: 7	Records with Missing/Incomplete Components: 4
Date of Hire: 05/29/2025	Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) **Not Met**

Comment
Director provided two file(s) for employees hired since last visit.

Finding
591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on a review of staff files that staff #5 had a criminal records check that was not ported to the current center on this date.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will ensure CRC rules are maintained.

Correction Deadline: 7/16/2025

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(CR) **Met**

Comment
Evidence observed of 50% of center Staff certified in First Aid and CPR.

591-1-1-.33 Staff Training **Not Met**

Comment
Discussed staff training. Consultant discussed the required new hire and annual training. Consultant provided the director and office assistant with the updated training requirements.

Finding
591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined based on a review of staff files that staff #5 did not have an initial orientation on file.

POI (Plan of Improvement)
The Center will develop and provide orientation for all new Staff prior to their assignment to children or task.

Correction Deadline: 7/16/2025

Finding
591-1-1-.33(3)(a)-(k) 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: a)prevention and control of infectious diseases (including immunizations); 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; 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 review of staff files that the following did not have health and safety certificates on file:
1) staff #2
2) staff #3
3) staff #5
4) staff #6

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: 8/15/2025

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

Comment
Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

Records Reviewed: 7 **Records with Missing/Incomplete Components: 4**

Staff # 2 Not Met

Date of Hire: 02/26/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 03/31/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 12/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5 Not Met

Date of Hire: 05/29/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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) **Technical Assistance**

Comment
Adequate supervision observed on this date.

Technical Assistance
The Consultant discussed with the Director that children shall be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm’s length away from children thirty-six (36) months of age and younger.

Correction Deadline: 7/16/2025