



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: 8/7/2025 **VisitType:** POI Follow Up **Arrival:** 12:45 PM **Departure:** 2:45 PM

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@decal.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.
08/07/2025	POI Follow Up	Good Standing	
06/18/2025	Incident Investigation Closure	Good Standing	
06/16/2025	Incident Investigation & Follow Up	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	Cafeteria -Afterschool		0	0	C	27	C	NA	NA	Not In Use
Main	Left Hall 2A	Two Year Olds	1	10	C	13	C	NA	NA	Nap
Main	Left Hall 2B	Two Year Olds	1	11	C	13	C	NA	NA	Nap
Main	Left Hall 3A	Three Year Olds	1	9	C	12	C	NA	NA	Nap
Main	Left Hall 3B	Three Year Olds	1	8	C	12	C	NA	NA	Nap
Main	Right Hall 1A -Older Infants/Younger One's	One Year Olds	1	5	C	13	C	NA	NA	Free Play
Main	Right Hall 1B	One Year Olds	1	9	C	13	C	NA	NA	Nap
Main	Right Hall 1C	One Year Olds	1	8	C	14	C	NA	NA	Nap
Main	Right Hall 1R -Four-Year-Old	One Year Olds	1	8	C	12	C	NA	NA	Nap
Main	Right Hall -3's & 4's	Three Year Olds and Four Year Olds	3	7	C	14	C	NA	NA	Nap
Main	Right Hall 5R-Infants	Infants	2	6	C	13	C	NA	NA	Free Play
Total Capacity @35 sq. ft.: 156					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 81					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	45	C
Main	Playground B	92	C

Comments

The CCS Consultant discussed and left a copy of the updated Child Care Weather Watch Chart with the program today. Weather does not permit outdoor play when there is active precipitation or when weather advisories are in effect. Consult the Child Care Weather Watch Chart resource for further guidance, considering specific weather conditions.

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.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)

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!



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(Findings Report)

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The following information is associated with a POI Follow-Up:

Policies and Procedures

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

Technical Assistance

Technical Assistance

591-1-1-.21(1)(a-o) - The Consultant discussed with the Provider on 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.

Correction Deadline: 8/12/2025

Technical Assistance

591-1-1-.21(2)(r) - New - The Consultant discussed with the Provider 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.decal.ga.gov/CCS/Rules And Regulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 8/12/2025

591-1-1-.29 Required Reporting

Met

Correction Deadline: 6/16/2025

Prior Visits: 06/16/2025

Corrected on 8/7/2025

.29(4) - The previous citation observed corrected on this date. The Provider understood that the Center must report to the Department within twenty-four (24) hours, or by the next workday, if any arrest or change in the Comprehensive Records Check Determination involving any Staff member.

Staff Records

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

Technical Assistance

Technical Assistance

591-1-1-.14(1)(a) - The Consultant discussed with the Provider that effective July 1, 2025, new staff are required to obtain First Aid and CPR training, with a hands-on component, within 45 days of employment. It was further discussed that programs must have at least one person with current First Aid and CPR training in each classroom at all times.

Correction Deadline: 9/6/2025

591-1-1-.28 Prohibited Substances

Met

Correction Deadline: 6/16/2025

Prior Visits: 06/16/2025

Corrected on 8/7/2025

.28(1) - The previous citation observed corrected on this date. The Consultant observed that Staff were not under the influence of or consume alcohol or illegal drugs at the time of visit or place where children were present as required.

591-1-1-.33 Staff Training

Technical Assistance

Technical Assistance

591-1-1-.33(1) - The Consultant discussed with the Provider that all Employees, including volunteers, independent contractors, students-in-training, etc. should have a completed initial program orientation form on file.

Correction Deadline: 8/7/2025

Technical Assistance

591-1-1-.33(5)(b)1. - New - The Consultant discussed with the Provider 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: 9/6/2025