



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: 8/13/2024 VisitType: Licensing Study

Arrival: 10:45 AM Departure: 3:00 PM

CCLC-36694

1st Step Learning Academy L.L.C

3217 New MacLand Road Suite 120 & 130 Powder Springs, GA
30127 Cobb County
(678) 401-2379 1ststeplearningacademy1@gmail.com

Regional Consultant

Kaiyah Werts

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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.
08/13/2024	Licensing Study	Good Standing	
01/18/2024	Licensing Study	Good Standing	
11/13/2023	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
Building 2	One room	Six Year Olds and Over	1	1	C	25	C	NA	NA	Lunch
Total Capacity @35 sq. ft.: 25			Total Capacity @25 sq. ft.: 0							
Main	B- 2nd Right	Two Year Olds	1	5	C	10	C	NA	NA	Nap
Main	C-1st Left	Three Year Olds and Four Year Olds	1	4	C	18	C	NA	NA	Nap
Main	D- 2nd Left	One Year Olds	1	3	C	9	C	NA	NA	Nap
Main	Rm. A-1st Right	Infants	1	3	C	6	C	NA	NA	Feeding
Total Capacity @35 sq. ft.: 43			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 16			Total Capacity @35 sq. ft.: 68			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground-Back of Center	29	C

Comments

The purpose of this visit is to conduct a licensing study.

Plan of Improvement: Developed This Date 08/13/2024

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 technical assistance is available!



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2 Martin Luther King Jr. Drive SE, 670 East Tower
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Phone: (404) 657-5562 WWW.DECAL.GA.GOV

(Findings Report)

Date: 8/13/2024 **VisitType:** Licensing Study

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Mailing Address

Same

The following information is associated with a LS:

Activities and Equipment

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Technical Assistance

Comment

A variety of equipment and toys were observed throughout the center.

Correction Deadline: 1/18/2024

Prior Visits: 11/03/2023

Corrected on 8/13/2024

.12(2) - Previous citation corrected in that there was no exposed foam in any of the furniture in the classroom and cardboard blocks have been removed.

Technical Assistance

591-1-1-.12(4) - Please ensure the small television is mounted to prevent falling over.

Correction Deadline: 8/13/2024

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

N/A

Comment

The center does not provide swimming activities at this time.

Children's Records

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1 Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.08 Children's Records

Met

Comment

Parent agreements observed obtained/completed.

Comment

Records were observed to be complete and well organized.

Facility

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1 Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3 Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 08/12/2019

"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.

591-1-1-.25 Physical Plant - Safe Environment(CR)**Not Met****Finding**

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation Room D had a broken cabinet on the portable sink with the water tank accessible to children and disinfectant wipes sitting on top of the portable sink accessible to children.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and identify a safe storage of those items. The director stated a call was made to a maintenance personnel on this date.

Correction Deadline: 8/13/2024**Prior Visits: 10/28/2022****Recited on 8/13/2024****Finding**

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on observation in room A, there were multiple ceiling tiles with broken corners and room C had water marks on the ceiling near the bulletin board.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 8/13/2024**591-1-1-.26 Playgrounds(CR)****Not Met****Correction Deadline: 1/29/2024****Prior Visits: 10/28/2022****Corrected on 8/13/2024**

.26(4) - Previous citation corrected in that the fence door to the right of the playground was not separated from the post which caused no gaps and the fence door on the farthest right side of the playground was no longer separated from the post which caused no gaps and an entrapment hazard was no longer present to children. The playground fence no longer had exposed sharp edges.

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that the playground had soft plush climbing equipment with rips and tears and exposed foam. The playground also had an area to the right with broken outdoor equipment accessible to children.

POI (Plan of Improvement)

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 8/13/2024**Prior Visits: 11/03/2023****Food Service****Records Reviewed: 8****Records with Missing/Incomplete Components: 3**

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

Records Reviewed: 8**Records with Missing/Incomplete Components: 3**

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.15 Food Service & Nutrition**Technical Assistance****Comment**

Center menu meets USDA guidelines.

Comment

Please ensure that bottles are covered and fully labeled with child's full name.

Technical Assistance

591-1-1-.15(2) - Please ensure every child has a feeding plan filled out by a parent and updated regularly.

Correction Deadline: 8/13/2024

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

Kitchen appeared clean and well organized.

Health and Hygiene

Records Reviewed: 8**Records with Missing/Incomplete Components: 3**

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

591-1-1-.10 Diapering Areas & Practices(CR)**Not Met****Comment**

Staff stated proper knowledge of diapering procedures.

Finding

591-1-1-.10(1) requires Centers first licensed after March 1, 1991, and Centers that are renovated after March 1, 1991, to provide ventilation in the diapering areas with functioning exhaust fans and a duct system or by the required amount of window space provided by operable windows when open. It was determined based on staff statement that the ventilation in room D was not being used during diapering. Ventilation in room A and room D were full of dust.

POI (Plan of Improvement)

The responsible person(s) at the center will ensure that the exhaust fans and duct systems are functioning or that the required amount of operable window space is provided in each diapering area.

Correction Deadline: 8/13/2024

Prior Visits: 11/03/2023

Recited on 8/13/2024

Finding

591-1-1-.10(2) requires Centers first licensed after March 1, 1991, and Centers that renovate existing plumbing facilities, to have a hand washing sink with running heated water located adjacent to the diapering area. Flush sinks shall not be used for hand washing. Cleansing procedures in other facilities shall be approved by the Department. It was determined based on observation that classroom D, which was a diapering classroom, had a portable sink that was not operating as required. Staff stated they walk across the hallway to wash the children's hands.

POI (Plan of Improvement)

The Center will ensure that a hand washing sink is located adjacent to each diapering area, that flush sinks are not used for handwashing, and that the department has approved cleansing procedures in other facilities, if applicable.

Correction Deadline: 8/13/2024

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

Met

Comment

Proper hand washing observed throughout the center.

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

N/A

Comment

The Provider currently does not dispense or administer medication.

Policies and Procedures

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Met

Comment

Program observed complete emergency drills

Safety

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1

Not Met

Date of Hire: 08/15/2022

Records Reviewed: 8**Records with Missing/Incomplete Components: 3**"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"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**

Age-appropriate discussion and redirection observed.

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)**Met****Comment**

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

Comment

Complete documentation of transportation observed on this date.

Comment

The vehicle had an approved fire extinguisher and first aid kit on this date.

Correction Deadline: 1/29/2024**Prior Visits: 04/07/2022****Corrected on 8/13/2024****.36(4)(b) - Previous citation corrected in that exposed wires in the vehicle used for transporting children were covered and not accessible to children as temporary fix until the vehicle could be placed in a shop for permanent repairs.****Correction Deadline: 1/26/2024****Prior Visits: 01/18/2024****Corrected on 8/13/2024****.36(4)(f)1. - Previous citation corrected in that two seat belts were replaced on the vehicle.****Sleeping & Resting Equipment****Records Reviewed: 8****Records with Missing/Incomplete Components: 3**

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Discussed SIDS and infant sleeping position.

Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on observation that two out of three crib had a mirror attachment and a soft mobile toy attachment with toys placed inside. Staff stated blankets were used occasionally while the children were sleeping.

POI (Plan of Improvement)

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

Correction Deadline: 8/13/2024**Staff Records**

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Director provided one file for employees hired since last visit.

Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined on review of records that staff number seven had a fingerprint application submitted but not completed and was present, caring for children.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will watch videos to ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. 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 watch videos to ensure the CRC rules are maintained.

Correction Deadline: 8/13/2024**Finding**

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on review of records staff number seven who was hired August 12, 2019 was present and caring for children without a comprehensive satisfactory background check. The current background check had expired July 27, 2024.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will watch videos to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. 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 watch videos to ensure the CRC rules are maintained.

Correction Deadline: 8/13/2024**591-1-1-.14 First Aid & CPR(CR)****Met****Comment**

Evidence observed of 100% of center staff certified in First Aid and CPR.

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

Finding

591-1-1-.33(3) 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: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; 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; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; 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); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on review of records 2 staff members out of seven staff members does not have Health and Safety training on file within the first 90 days of hire as required.

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: 8/13/2024

Prior Visits: 03/16/2023

Recited on 8/13/2024

Defer

591-1-1-.33(5)- Previous citation deferred due to annual training for 2023 was observed January of 2024. Annual training for 2024 would be observed at the next regulatory visit.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 1/18/2024

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

Met

Comment

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

Records Reviewed: 8

Records with Missing/Incomplete Components: 3

Staff # 1

Not Met

Date of Hire: 08/15/2022

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 3

Not Met

Date of Hire: 08/16/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7

Not Met

Date of Hire: 08/12/2019

"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.

Finding

591-1-1-.32(7) requires that children 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. It was determined based on observation that the staff in class D left the classroom for one to two minutes to wash a child's hands across the hallway while the other children were napping.

POI (Plan of Improvement)

The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times.

Correction Deadline: 8/13/2024