



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: 12/4/2025 **VisitType:** Licensing Study

Arrival: 9:00 AM **Departure:** 3:15 PM

CCLC-63880
Child Development Center - Blackshear
 5218 Highway 121 North Blackshear, GA 31516 Pierce County
 (912) 449-6765

Regional Consultant
 Connie Boatright
 Phone: (912) 544-9701
 Fax: (912) 544-9700
 connie.boatright@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.
12/04/2025	Licensing Study	Good Standing	
05/20/2025	Incident Investigation Closure	Good Standing	
05/12/2025	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	A - Main Hall-Right	Two Year Olds and Three Year Olds	2	11	C	18	C	NA	NA	Lunch,Diapering ,Nap,Transitioning
Main	B- Main Hall-Left	One Year Olds	3	8	C	18	C	NA	NA	Transitioning,Nap,Lunch
Main	C Right Hall - Left	Two Year Olds and Three Year Olds	2	13	C	22	C	NA	NA	Transitioning,Clean Up,Nap
Main	D-Right Hall-Right	Three Year Olds and Four Year Olds	3	19	C	23	C	NA	NA	Clean Up,Nap,Transitioning
Main	E- Left Hall-Right	GA PreK	2	7	C	22	C	NA	NA	TV,Nap,Lunch,Transitioning
Main	F-Left Hall-Left	GA PreK	2	8	C	21	C	NA	NA	TV,Clean Up,Transitioning ,Nap,Lunch
Main	G-Lunchroom		0	0	C	28	C	NA	NA	Not In Use
Main	H - Library		0	0	C	9	C	NA	NA	Not In Use
Main	I-Behind Lunchroom	Infants and One Year Olds	3	10	C	14	C	NA	NA	Floor Play,Feeding,Transitioning,Diapering,Free Play,Nap
Total Capacity @35 sq. ft.: 115					Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Fire Marshall Limitations		

Total # Children this Date: 76

Total Capacity @35 sq. ft.: 115

Total Capacity @25 sq.
ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A	126	C
Main	B	91	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
12	12	29	20	21	0	38

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 WatchChart resource.

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!



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Summary Report

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Arrival: 9:00 AM **Departure:** 3:15 PM

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Finding

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development. The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that classrooms A main hall right, B main hall left, C right hall left, and D right hall right did not have current GELDS lesson plans posted as required.

POI (Plan of Improvement)

The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

Correction Deadline: 12/13/2025

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

Met

Comment

Observed toys and equipment to be clean and in good repair.

Correction Deadline: 5/23/2025

Corrected on 12/4/2025

.12(2) - The previous citation was observed to be corrected.

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

Met

Comment

Center does not provide swimming activities.

Children's Records

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

Met

Comment

Parent agreements observed obtained/completed.

Comment

Parent authorizations obtained/completed.

Comment

Records were observed to be complete and well organized.

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

The Center appeared clean and well maintained on this date.

Correction Deadline: 5/23/2025

Corrected on 12/4/2025

.25(13) - The previous citation was observed to be corrected on this day.

Correction Deadline: 5/23/2025

Corrected on 12/4/2025

.25(3) - The previous citation was observed to be corrected on this day.

591-1-1-.26 Playgrounds(CR)

Met

Comment

Playground observed to be clean and in good repair on this date.

Correction Deadline: 5/23/2025

Corrected on 12/4/2025

.26(4) -The previous citation was observed to be corrected.

Correction Deadline: 6/11/2025

Corrected on 12/4/2025

.26(6) - The previous citation was observed to be corrected. The center has removed the black asphalt track and the large playground structure.

Food Service**591-1-1-.15 Food Service & Nutrition**

Not Met

Finding

591-1-1-.15(2)(f) requires that food for infants or children less than one (1) year of age be cut into pieces one-quarter inch or smaller and food for toddlers shall be cut into pieces one-half inch or smaller to prevent choking. It was determined based on observation that eight 1-year-old children in classroom B main hall left were served fish stick nuggets that were not cut in one-half inch or smaller size as required.

POI (Plan of Improvement)

The Center will ensure that food for infants and children less than one (1) year of age is cut into pieces one-quarter inch or smaller and food for toddlers is cut into pieces one-half inch or smaller to prevent choking.

Correction Deadline: 12/4/2025

Finding

591-1-1-.15(5) requires that the Center provide a menu listing all meals and snacks to be served during the current week except for School-age Centers where the food may be provided by the Parent(s) by agreement between the School-age Center and the Parent(s). Substitutions shall be recorded on the posted menu and menus shall be retained at the Center for six (6) months. It was determined based on observation that the center served fish sticks, green lima beans, pears, and rolls when the menu posted stated that spaghetti, pears, oranges, and bread sticks were to be served. No substitution was noted on the menu.

POI (Plan of Improvement)

The Center will list all of the current week's meals and snacks and all substitutions on the menu and keep past menus on file for six months and will implement a system to monitor this.

Correction Deadline: 12/13/2025

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

Kitchen appears clean and well organized on this date.

Health and Hygiene**591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff stated proper knowledge of diapering procedures.

Correction Deadline: 5/23/2025

Corrected on 12/4/2025

.10(4) - The previous citation was observed to be corrected.

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

Proper hand washing observed throughout the center on this date.

591-1-1-.20 Medications(CR)**Met****Comment**

The Provider currently does not dispense/administer medication.

Policies and Procedures**591-1-1-.21 Operational Policies & Procedures****Technical Assistance****Technical Assistance**

591-1-1-.21(1)(a-o) - 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.

Correction Deadline: 12/9/2025

Technical Assistance

591-1-1-.21(1)(r) - New - 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 Additional information can be found in the CCLC Indicator Manual found on DECAL's website at: <https://www.dec.state.ga.us/CCS/Regulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 12/9/2025

Technical Assistance

591-1-1-.21(3) - The director will ensure that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months.

Correction Deadline: 12/9/2025

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

Please make sure that all required signs are posted and up to date.

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

Thank you for reporting as required.

Safety

591-1-1-.05 Animals	Met
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Comment

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

Comment

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

591-1-1-.13 Field Trips(CR)	Met
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Comment

Center does not participate in field trips at this time.

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

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position.

Comment

Pleasant naptime environment observed.

Comment

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

Staff Records

Records Reviewed: 37

Records with Missing/Incomplete Components: 23

Staff # 3	Not Met
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Date of Hire: 08/04/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 5	Not Met
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Date of Hire: 08/12/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 6	Not Met
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Date of Hire: 01/08/2019

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 7	Not Met
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Date of Hire: 08/04/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 8	Not Met
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Date of Hire: 07/22/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 9

Not Met

Date of Hire: 07/28/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 10

Not Met

Date of Hire: 09/15/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 13

Not Met

Date of Hire: 01/13/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 14

Not Met

Date of Hire: 08/25/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 15

Not Met

Date of Hire: 04/18/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 16

Not Met

Date of Hire: 07/31/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 18

Not Met

Date of Hire: 04/05/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 20

Not Met

Date of Hire: 11/06/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 21

Not Met

Date of Hire: 08/21/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 23 Not Met

Date of Hire: 06/04/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 25 Not Met

Date of Hire: 09/11/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 27 Not Met

Date of Hire: 02/05/2024

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 28 Not Met

Date of Hire: 07/15/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 29 Not Met

Date of Hire: 10/24/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 30 Not Met

Date of Hire: 05/30/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 31 Not Met

Date of Hire: 09/23/2019

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 32 Not Met

Date of Hire: 12/01/2025

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

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 33 Not Met

Date of Hire: 08/18/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Comment

Director provided 14 file(s) 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 based on review of staff records, Koala Outback, and the director's statement that staff # 10 has not submitted both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will immediately 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 immediately ensure the CRC rules are maintained.

Correction Deadline: 12/4/2025

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 staff records, Koala Outback, and the directors statement that staff # 10 was hired September 15, 2025, did not have a valid and current satisfactory Comprehensive Records Check Determination on file, was present in classroom B main hall left with 2 additional staff providing care to eight 1-year-old children.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will immediately 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 immediately ensure the CRC rules are maintained.

Correction Deadline: 12/4/2025

591-1-1-.14 First Aid & CPR(CR)**Not Met****Finding**

591-1-1-.14(1)(a) requires 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 Center's premises. The hours obtained completing this certification will not count towards the required annual training hours. It was determined based on review of staff files that staff # 5, 7, 9, 25, and 28 have been employed more than 45 days and have not completed a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid as required.

POI (Plan of Improvement)

All caregiver Staff will complete the required training. The Director will send copies via email verification of completed CPR/First Aid certification to the Consultant upon completion and will develop a plan to ensure all caregiver Staff have completed this training within the first 45 days of employment and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 12/31/2025

591-1-1-.33 Staff Training**Not Met****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 review of staff records that staff # 20 was hired September 24, 2025 and has not completed orientation prior to assignment to children or task.

POI (Plan of Improvement)

Discussed that all Employees, including volunteers, independent contractors, students-in-training, etc. should have a completed initial program orientation form on file.

Correction Deadline: 12/15/2025

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 review of staff records that staff # 3, 6, 7, 8, 9, 13, 14, 15, 16, 18, 21, 23, 25, 28, 29, 30, and 33 have been employed more than 90 days and have not completed the required health and safety orientation training.

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: 12/31/2025

Finding

591-1-1-.33(5)(a) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers, shall attend ten (10) clock hours of diverse training which is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on review of staff records that staff # 6, 8, 13, 18, 21, 27, 30, 31, and 32 did not complete the required 10 (clock) hours of annual training for the year of 2024.

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: 1/3/2026

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: 1/3/2026

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**

Adequate supervision observed on this date.

Correction Deadline: 5/12/2025

Corrected on 12/4/2025

.32(7) - The previous citation was observed to be corrected on this date.