



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: 11/20/2024 **VisitType:** Licensing Study

Arrival: 9:00 AM **Departure:** 12:45 PM

CCLC-46772

Stepping Stones Academy

1108 Bear Creek Blvd Hampton, GA 30228 Henry County
(770) 707-3955 hamptonssa@gmail.com

Regional Consultant

Brandi Mangino

Phone: (478) 314-9726

Fax: (478) 599-0169

brandi.mangino@dec.al.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.
11/20/2024	Licensing Study	Good Standing	
07/25/2024	Complaint Closure	Good Standing	
11/29/2023	Licensing Study	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- Infants-1st Right	One Year Olds	2	8	C	11	C	NA	NA	Free Play
Main	B- 2's 2nd Right	Two Year Olds	2	14	C	20	C	NA	NA	Centers
Main	C- PreK 3rd Right	Three Year Olds	2	15	C	19	C	NA	NA	Centers
Main	D- PreK 4th Right	GA PreK	2	18	C	26	C	NA	NA	Story
Main	E- School age-5th Right	GA PreK	2	18	C	27	C	NA	NA	Circle Time
Main	F- Toddlers- 2nd Left	One Year Olds and Two Year Olds	1	8	C	10	C	NA	NA	Circle Time
Main	G- 3's 3rd Left	Infants and One Year Olds	2	10	C	15	C	NA	NA	Floor Play
Main	H- 3's 4th Left	Two Year Olds and Three Year Olds	2	13	C	15	C	NA	NA	Circle Time
Main	I- PreK 5th Left	Three Year Olds	2	18	C	20	C	NA	NA	Centers
Total Capacity @35 sq. ft.: 163					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 122					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground C (back right)	99	C
Main	Playground D (right front)	47	C
Main	Plgd A - Infants left side of Bldg	20	C

Main	Plgd B- Toddler	46	C
Main	Plgd E- School age	86	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
11	20	30	39	49	0	27

Comments

Plan developed on this date.

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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Mailing Address

Same

The following information is associated with a Licensing Study:

Activities and Equipment

Records Reviewed: 24

Records with Missing/Incomplete Components: 11

Staff # 1

Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8

Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16 Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18 Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21 Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

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 lesson plans in Room A, Room C, and Room G were from the previous week and were not current plans.

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: 11/20/2024

Recited on 11/20/2024

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

Technical Assistance

Correction Deadline: 8/22/2024

Corrected on 11/20/2024

.12(1) - Citation observed to be corrected,

Technical Assistance

Consultant discussed the highchairs in the infant classroom need the safety straps added back on prior to use.

Correction Deadline: 11/20/2024

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

Not Evaluated

Comment

Center does not provide swimming activities.

Records Reviewed: 24

Records with Missing/Incomplete Components: 11

Staff # 1 Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16 Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18 Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20 Not Met

Records Reviewed: 24**Records with Missing/Incomplete Components: 11**

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21

Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

Records Reviewed: 5**Records with Missing/Incomplete Components: 1**

Child # 2

Not Met

"Missing/Incomplete Components"

.08(1)-Doctor, Clinic, Phone Numbers

591-1-1-.08 Children's Records**Technical Assistance****Technical Assistance**

Please ensure the physician phone number is listed on all enrollment applications.

Correction Deadline: 11/20/2024

Facility

Records Reviewed: 24**Records with Missing/Incomplete Components: 11**

Staff # 1

Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8

Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16 Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18 Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21 Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

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 that the following hazards were accessible to children in care.

Room C- Zip Lock bags in childrens cubbies. Also, baby wipes were placed in the cubbies, which posed a suffocation hazard.

Room D- Zip Lock bags in childrens cubbies. Also, a broom, and dust pan within the classroom.

Room I- Zip Lock bags in childrens cubbies.

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 the safe storage of those items.,

Correction Deadline: 11/20/2024

Recited on 11/20/2024

Technical Assistance

Consultant discussed the ceiling tile in Room B over the cots and Room D restroom are in need of being replaced.

Correction Deadline: 11/20/2024

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

Technical Assistance

Consultant discussed adding something between the fencing and the brick column on the front right playground so it does not have a gap.

Correction Deadline: 11/20/2024

Finding

591-1-1-.26(7) requires that climbing and swinging equipment be anchored. It was determined based on observation that the yellow school bus on the Front Right Playground was not anchored to the ground as required.

POI (Plan of Improvement)

The Center will remove or repair equipment that is not anchored and will regularly inspect the equipment to ensure it remains anchored.

Correction Deadline: 11/30/2024

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 following hazards were present on the center playgrounds.

Front Left Playground-Pine cones and chipped wood on the wooden barrier were accessible to children.

2nd Left Playground- An active ant bed was accessible.

1st Right Playground- Exposed tree roots were not sprayed.

2nd Right Playground- Extra grass material and a discarded plastic pool were accessible.

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: 11/20/2024

Health and Hygiene

Records Reviewed: 24

Records with Missing/Incomplete Components: 11

Staff # 1

Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8

Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13

Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16

Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18

Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21

Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

591-1-1-.07 Children's Health**Met****Correction Deadline: 7/25/2024****Corrected on 11/20/2024****.07(2) - Citation observed to be corrected.****591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff state proper knowledge of diapering procedures.

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

Comment

Proper hand washing observed throughout the center.

591-1-1-.20 Medications(CR)**Not Evaluated****Comment**

The Provider currently does not dispense/administer medication.

Safety**Records Reviewed: 24****Records with Missing/Incomplete Components: 11**

Staff # 1 Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16 Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18 Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21

Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

591-1-1-.05 Animals**Not Evaluated****Comment**

Center does not keep animals on premises.

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

Age-appropriate discussion and/or redirection observed.

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

Field trip documentation observed to be complete.

591-1-1-.36 Transportation(CR)**Not Met****Comment**

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

Correction Deadline: 12/9/2023**Corrected on 11/20/2024****.36(3)(a-b) - Citation corrected.****Correction Deadline: 11/30/2023****Corrected on 11/20/2024****.36(6) - Citation observed to be corrected.****Correction Deadline: 11/30/2023****Corrected on 11/20/2024****.36(7)(b) Citation observed to be corrected.****Finding**

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined based on a review of records that during afternoon transportation on November 11, 2024, November 13, 2024, and November 15, 2024 from Hampton Elementary, a second check was not completed upon arrival back to the center.

POI (Plan of Improvement)

The Center will train Staff who are or may be involved in transporting children in how to thoroughly inspect a vehicle and properly complete transportation documentation. The Center will review and monitor.

Sleeping & Resting Equipment

Records Reviewed: 24

Records with Missing/Incomplete Components: 11

Staff # 1	Not Met
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Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6	Not Met
-----------	---------

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7	Not Met
-----------	---------

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8	Not Met
-----------	---------

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9	Not Met
-----------	---------

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11	Not Met
------------	---------

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13	Not Met
------------	---------

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16	Not Met
------------	---------

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18	Not Met
------------	---------

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21 Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

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

Met

Comment

Discussed SIDS and infant sleeping position.

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.

Correction Deadline: 11/29/2023

Corrected on 11/20/2024

.30(1)(a)3 - Citation observed to be corrected.

Staff Records

Staff # 1 Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 05/13/2024"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13

Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16

Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18

Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21

Not Met

Date of Hire: 04/08/2024

"Missing/Incomplete Components"

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

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)**Not Met****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 a review of records that staff member #8 had 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 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 ensure the CRC rules are maintained.

Correction Deadline: 11/20/2024

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 a review of records that staff member #7, staff member #8, and staff member #12 did not have a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while children were present.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will submit for current background checks 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 monitor decal koala and emails to ensure the CRC rules are maintained.

Correction Deadline: 11/20/2024

Finding

591-1-1-.09(1)(l)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on a review of records that staff member #7 and staff member #12 did not immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will ensure that each Director, Employee and Provisional Employee has a Comprehensive Records Check Determination on file that has been issued within the past five years. 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: 11/20/2024

591-1-1-.14 First Aid & CPR**Not Met****Comment**

Please replace/add missing/expired item(s) in first aid kit(s).

Finding

591-1-1-.14(1) requires the Center Director and, at any given time, at least fifty percent (50%) of the caregiver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid 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. The Center shall maintain current evidence of the successful completion of such training which shall be available to the Department for inspection. It was determined based on a review of records that the director had expired First Aid and CPR training and only nine of 23 staff members had current First Aid and CPR.

POI (Plan of Improvement)

The Center Director and at least 50% of the caregiver Staff will complete the needed training. The Director will send written verification to the consultant upon completion and will develop a plan to ensure that at least 50% of the caregiver Staff have completed this training at any given time and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 12/20/2024

Finding

591-1-1-.14(1)(a) requires, in a Center that provides transportation, that either the driver or another Staff person present on the vehicle have current evidence of successful completion of a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid offered by certified or licensed health care professionals or trainers and which dealt with the provision of emergency care to infants and children. It was determined based on a review of records that the bus driver for Beaver Brook Elementary route during the week of November 11, 2024 did not have First Aid and CPR training.

POI (Plan of Improvement)

The Center will verify proof of CPR/1st aid training and schedule Staff so that there is always a staff person on the vehicle with this training.

Correction Deadline: 11/20/2024

Finding

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that staff member #46, staff member #8, staff member #15, staff member #17, staff member # 19 and staff member #20 were over 90 days of hire and did not have the required first aid and CPR training.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 12/11/2024

Recited on 11/20/2024

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 a review of records that staff member 6 and 10 did not have the required health and safety orientation within 90 days of hire.

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: 12/4/2024

Recited on 11/20/2024

Correction Deadline: 12/29/2023

Corrected on 11/20/2024

.33(5) - Citation corrected. Consultant discussed that health and safety orientation can only be counted every five years for training hours for current employees.

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

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

Staffing and Supervision

Records Reviewed: 24

Records with Missing/Incomplete Components: 11

Staff # 1

Not Met

Date of Hire: 10/01/2022

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 7

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8

Not Met

Date of Hire: 11/04/2023

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 05/13/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13

Not Met

Date of Hire: 09/09/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 16

Not Met

Date of Hire: 03/15/2024

"Missing/Incomplete Components"

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

Staff # 18

Not Met

Date of Hire: 09/09/2023

"Missing/Incomplete Components"

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

Staff # 20

Not Met

Date of Hire: 07/29/2024

"Missing/Incomplete Components"

.14(2)-First Aid Missing

Staff # 21

Not Met

Date of Hire: 04/08/2024"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR 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)**Met****Correction Deadline: 7/25/2024****Corrected on 11/20/2024****.32(7) - Citation observed to be corrected.**