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: 4/7/2026   **VisitType:** Licensing Study   **Arrival:** 9:20 AM   **Departure:** 2:30 PM

CCLC-48039
A Step of Faith Christian Academy, LLC
4651 Flat Shoals Road, Suite 2 & 3 Union City, GA 30291 Fulton County
(678) 654-8104

Regional Consultant
Shameka Dozier
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Mailing Address
Same

Quality Rated: ★ ★

Compliance Zone Designation		
04/07/2026	Licensing Study	Good Standing
01/21/2026	Monitoring Visit	Good Standing
02/05/2025	Licensing Study	Good Standing

Compliance Zone Designation - A summary measure of a program's 12 month monitoring history, as it pertains to child care health and safety rules. The three compliance zones are good standing, support, and deficient.

Good Standing - Program is demonstrating an acceptable level of performance in meeting the rules.
Support - Program performance is demonstrating a need for improvement in meeting rules.
Deficient - Program is not demonstrating an acceptable level of performance in meeting the rules.

Ratios/License Capacity

Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
Main	A- 1st Right	Three Year Olds	3	9	C	11	C	15	C	Free Play
Main	B- 2nd Right	One Year Olds	2	9	C	12	C	NA	NA	Diapering,Free Play
Main	C- 1st Left	Infants and One Year Olds	3	8	C	19	C	NA	NA	Diapering,Floor Play
Main	D- 1st room	Three Year Olds	2	8	C	23	C	32	C	Free Play
Main	E- 2nd middle	Four Year Olds	2	8	C	18	C	25	C	Free Play
Main	F-3rd back room	Four Year Olds and Five Year Olds and Six Year Olds and Over	3	18	C	22	C	30	C	Transitioning,Free Play
		Total Capacity @35 sq. ft.: 105			Total Capacity @25 sq. ft.: 133					
Total # Children this Date: 60		Total Capacity @35 sq. ft.: 105			Total Capacity @25 sq. ft.: 133					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	33	C

Enrolled Children

Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
12	12	12	14	19	15	9

Comments
Staff files, food preparation, and literacy training were discussed with the provider on this date.

CCLC Indicator Manual

For additional information regarding any licensing topics discussed during this visit, please consult the Rules and Regulations Indicator Manual. This manual provides comprehensive clarification of each rule, including evaluation indicators, related best practices, and relevant considerations to support your program's continued and sustained compliance.

To access the Indicator Manual, please scan the QR code below or visit our website at https://www.decal.ga.gov/CCS/RulesAndRegulations.aspx.

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

You have received permission to operate and the form received with this report is intended to serve as a temporary license which is **valid for thirty(30) days**. Your actual license/ will be emailed to you upon receipt of the licensing fee. You may pay the licensing fee either online at http://www.decal.ga.gov/ or by certified check or money order mailed to: Bright from the Start, 2 Martin Luther King Jr. Drive SE, Suite 670 East Tower, Atlanta, GA 30334

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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Summary Report

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities **Not Met**

Technical Assistance
591-1-1-.03(10) - Children daily routines were discussed on this date.

Correction Deadline: 4/7/2026

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 the lesson plans posted in classrooms A, C, and F were not dated. It was further observed that the lesson plan posted in classroom D was dated for the month of February 2-28, 2026.

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: 4/7/2026

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

Comment
Equipment and furniture observed to be properly secured, as applicable.

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
Records were observed to be complete and well organized.

Facility

591-1-1-.06 Bathrooms **Met**

Comment
Please monitor bathrooms for necessary supplies.

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) **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 observed:

Classroom A
- A broom was laying next to the sink and was accessible to children.

Classroom C
- A broom and dust pan were laying next to the changing table as a child was being diapered and was accessible to children.
- A vacuum cleaner was placed next to the refrigerator and was accessible to children.
- A vacuum cleaner was placed outside of the door and was accessible to children.

Classroom E
- A broom and dust pan was laying next to shelf and was accessible to children.

Classroom F
- A broom was laying next to the entrance door and was accessible to children.
- A broom was laying on the back wall where the restroom is located and was accessible to children.
- A space heater was turned on and placed on top of the back wall brown shelf and was 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 the safe storage of those items.

Correction Deadline: 4/7/2026

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 that the bathroom in classroom F had two light bulbs exposed and there was no ceiling cover.

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: 4/17/2026

591-1-1-.26 Playgrounds(CR) **Technical Assistance**

Technical Assistance
591-1-1-.26(9) - Playground was discussed on this date. Per the director, the playground is still under construction and there is no date as of yet on when the playground construction will be completed.

Correction Deadline: 4/7/2026

Food Service

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

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 there was no current food menu posted as the food menu posted was dated for the month of February. The director was not able to provide an up to date food menu when requested.

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: 4/7/2026

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
Proper diapering procedures observed.

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

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

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

Comment
The Provider currently does not dispense/administer medication.

Safety

591-1-1-.05 Animals **N/A**

Comment
Center does not keep animals on premises.

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

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

591-1-1-.13 Field Trips(CR) **N/A**

Comment
Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR) **N/A**

Comment
Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Comment
Discussed SIDS and infant sleeping position.

Staff Records

Records Reviewed: 24 **Records with Missing/Incomplete Components: 13**

Staff # 4 Not Met

Date of Hire: 01/22/2026

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 6 Not Met

Date of Hire: 10/03/2022

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

Staff # 8 Not Met

Date of Hire: 11/03/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 10 Not Met

Date of Hire: 08/13/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/20/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 14 Not Met

Date of Hire: 03/20/2026

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

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 15 Not Met

Date of Hire: 05/05/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 16 Not Met

Date of Hire: 01/04/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 17 Not Met

Date of Hire: 05/03/1999

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

Staff # 18 Not Met

Date of Hire: 02/13/2015

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

Staff # 21 Not Met
Date of Hire: 07/11/2024

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

Staff # 22 Not Met
Date of Hire: 11/03/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 23 Not Met
Date of Hire: 01/06/2025

"Missing/Incomplete Components"

.33(6)-Training Documentation Missing

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) **Met**

Comment
Criminal record checks were observed to be complete.

591-1-1-.09 Criminal Records Check(CR) **Met**

Comment
Criminal records checks were observed to be complete.

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

Comment
At least one staff person with current and valid pediatric first aid and pediatric CPR observed in each classroom where children were present.

591-1-1-.24 Personnel Records **Not Met**

Finding
591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation; It was determined base d on a review of staff records that there was no file available for review for staff #4 and #14. The director was not able to provide consultant with the staff files when requested.

POI (Plan of Improvement)
The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 4/12/2026

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 a review of staff records that there was no initial center orientation on file for staff #19. The director was not able to show proof of orientation when requested.

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

Correction Deadline: 4/7/2026

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 records that staff #8, #10, #13, #15, and #22 did not complete their health and safety orientation training within the first 90 days of employment. The director was not able to show proof of training when requested.

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: 5/7/2026

Technical Assistance
591-1-1-.33(4) - Food preparation training was discussed with the provider on this date.

Correction Deadline: 5/7/2026

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 a review of records that staff #16 had 0 of 10 required annual hours of training for 2025.

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: 5/7/2026

Finding
591-1-1-.33(5)(b)1. requires the annual ten (10) clock hours of training shall include at least two (2) hours in evidence based, developmentally appropriate language and literacy practices. It was determined based on a review of records that staff #6, #17, #18, #21, and #23 did not have the minimum 2 hours of developmentally appropriate language and literacy training.

POI (Plan of Improvement)
The Center will plan and schedule the required 10 hours of annual training each year to include a least two (2) hours in evidence based, developmentally appropriate language and literacy practices and follow up to ensure the training is completed.

Correction Deadline: 5/7/2026

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.