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: 12/6/2023 **VisitType:** Licensing Study **Arrival:** 9:00 AM **Departure:** 2:15 PM

CCLC-23065

Pride and Joy Daycare Learning Academy

2155 Forest Parkway Morrow, GA 30260 Clayton County
(404) 363-2765 info@pandjacademy.com

Regional Consultant

Nadia Bernard

Phone: (404) 670-9398
Fax: (706) 434-7710
nadia.bernard@decal.ga.gov

Mailing Address
Same

Quality Rated:

Compliance Zone Designation		
12/06/2023	Licensing Study	Good Standing
07/19/2022	Licensing Study	Good Standing
05/10/2022	Monitoring Visit	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 Left	Infants and One Year Olds	3	6	C	8	C	NA	NA	Diapering,Floor Play,Feeding
Main	B-2nd Left	One Year Olds	2	5	C	8	C	NA	NA	Story,Outside,Transitioning
Main	C-3rd Left	One Year Olds and Two Year Olds	2	7	C	8	C	NA	NA	Transitioning,Outside
Main	D- 4th Left	Two Year Olds	1	8	C	9	C	NA	NA	Outside,Transitioning
Main	E- 5th Left	Two Year Olds	1	9	C	10	C	NA	NA	Transitioning,Outside
Main	F-6th Left	Three Year Olds	1	9	C	10	C	NA	NA	Transitioning
Main	G- 3rd Right/Back	GA PreK	2	16	C	30	C	NA	NA	Centers
Main	H-2nd Right	Three Year Olds	1	12	C	22	C	NA	NA	Transitioning,Centers
Main	I- 1st Right	Three Year Olds	2	12	C	20	C	NA	NA	Outside
Main	J - Pre-K	GA PreK	2	19	C	25	C	NA	NA	Centers
		Total Capacity @35 sq. ft.: 150			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 103		Total Capacity @35 sq. ft.: 150			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Left Side B PG	32	C
Main	Right Side A PG	29	C

Comments
Plan developed on this date.

Plan of Improvement: Developed This Date 12/06/2023

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 a1 855-800-7747 or qualityrated@decal.ga.gov **for more information. Free techincal assistance is available!**

Shere' Cooper, Program Official	Date	Nadia Bernard, Regional Consultant	Date

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(Findings Report)

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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 in Classrooms B and C need more of a variety of age appropriate materials accessible to the children.

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: 12/6/2023

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

Comment
Discussed adding equipment and toys to enhance variety.

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

Technical Assistance
591-1-1-.12(5) - Consultant discussed with the provider to ensure Center Staff provides table space for each child who is able to sit at a table unassisted and an appropriately sized chair or bench for each child who is not an infant and who is able to use a chair or bench

Correction Deadline: 1/5/2024

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

Comment
Center does not provide swimming activities.

Children's Records

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

Child # 2 Not Met

"Missing/Incomplete Components"

.08(1)-Emergency Contact information Missing

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

Technical Assistance
591-1-1-.08(1) - Consultant discussed with the provider to ensure the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number (s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, intellectual disabilities or developmental disabilities which limit the child's participation in the program.

Correction Deadline: 12/6/2023

Facility

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**

Comment
Please be mindful to keep items that pose a hazard inaccessible to children.

Correction Deadline: 7/18/2022

Corrected on 12/6/2023
.25(12) - Citation observed to be corrected on this date. Consultant did not observe fans or space heaters accessible to the children.

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 "Labeled Keep out of Reach of Children" were observed :
Room E- Two containers of Vaseline located in lower cubby labeled, six packs of Pampers Wipes, two packs Huggies wipes, and one Baby soft pack of wipes.

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: 12/6/2023

Correction Deadline: 7/18/2022

Corrected on 12/6/2023
.25(8) - Citation observed to be corrected on this date. Consultant observed outlets to be in good repair.

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

Comment
Playground observed to be clean and in good repair.

Correction Deadline: 7/29/2022

Corrected on 12/6/2023
.26(8) - Citation observed to be corrected on this date. Consultant did not observed exposed tree roots on this date.

Correction Deadline: 7/18/2022

Corrected on 12/6/2023
.26(9) - Citation observed to be corrected on this date. Consultant observed a covering on the AC PVC pipe on this date.

Food Service

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

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

Comment
CACFP Meal Pattern Requirements effective October 1, 2017 will be implemented October 1, 2018: 3 Components for breakfast: Grains, Vegetables, Fruits or both, Milk
5 Components for lunch – Grains, Meat/Meat alternates, Fruits, Vegetable, and Milk OR Grains, Meat/Meat alternates, 2 different types of vegetables, and Milk
2 of 5 Components for snack

Provided Updated CACFP Infant Meal pattern and Child/Adult Meal pattern flyers.

The Crediting Handbook for the CACFP can be located on DECAL and USDA's website:
DECAL
http://decal.ga.gov/CACFP/Handbook.aspx
USDA
http://www.fns.usda.gov/cacfp/cacfp-handbooks

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

Comment
Discussed proper steps for dishwashing.

Comment
Kitchen appears clean and well organized.

Health and Hygiene

591-1-1-.10 Diapering Areas & Practices(CR) **Met**

Comment
Discussed labeling of "diapering only" areas and staff work stations.

Comment
Proper diapering procedures observed.

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

Comment
Proper hand washing observed throughout the center.

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

Comment
Documentation for medication dispensing observed complete.

Policies and Procedures

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

Comment
Program observed complete emergency drills

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

Comment
Observed all required posted notices.

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

Comment
Thank you for reporting as required.

Safety

591-1-1-.05 Animals **Met**

Comment
Animals maintained clean and appropriately caged.

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

Comment
Age-appropriate discussion and/or redirection observed.

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

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

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

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

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

Correction Deadline: 7/24/2022

Corrected on 12/6/2023
.36(4)(a) - Citation observed to be corrected on this date. Consultant observed Annual vehicle inspection certification for Vehicle BDK1990 to have tires to be checked as "OK".

Correction Deadline: 7/20/2022

Corrected on 12/6/2023
.36(4)(b) - Citation observed to be corrected on this date. Consultant observed torn seats to be covered on this date.

Finding
591-1-1-.36(4)(f)1. requires that all transported children be secured in a child passenger restraining system or seat safety belt in accordance with current state and federal laws and regulations and according to manufacturer's directions. It was determined based on observation that the front right seat on vehicle (PFJ8447) had a broken safety seat belt.

POI (Plan of Improvement)
The Center will ensure that manufacturer directions and state and federal laws are met when using child passenger restraining systems and seat safety belts.

Correction Deadline: 12/6/2023

Recited on 12/6/2023

Finding
591-1-1-.36(7)(c)3. requires that the driver or other designated person document in writing the date and time of arrival and departure each time the vehicle departs from the Center, is loaded or unloaded at each school and when the vehicle returns to the Center; each time the vehicle departs from the Center, arrives at the location where any child is picked up or dropped off and when the vehicle returns to the Center; each time the vehicle leaves the Center, arrives at a field trip destination, leaves a field trip destination, and returns to the Center. It was determined based on a review of documents that all transportation forms had incomplete dates of transportation forms.

POI (Plan of Improvement)
The Center will ensure that each date and time of arrival and departure is documented by the driver or designated person with training, review and monitoring.

Correction Deadline: 12/7/2023

Sleeping & Resting Equipment

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

Comment
Discussed SIDS and infant sleeping position.

Finding
591-1-1-.30(1)(b)1 requires that cots and mats are of sound construction and of sufficient size to accommodate comfortably the size and weight of the child; and that mats are in good repair, washable, covered with a waterproof material and at least two inches (2") thick. It was determined based on observation that the following classrooms had mats that were not in good repair:
Room C 3rd Left - Seven mats that were not in good repair and six mats measured less than two inches
Room D 4th - Ten mats that were not in good repair and three mats measured less than two inches
Room F 6th Left- Nine cots were not in good repair and seven cots measured less than to inches
Room H 2nd Right- Seven cots were not in good repair.

POI (Plan of Improvement)
The Center will ensure that cots and mats are of sound construction and of sufficient size to accommodate the size and weight of the child and mats are in good repair, washable, covered with a waterproof material and is at least two inches thick.

Correction Deadline: 12/6/2023

Staff Records

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

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 documents that an employee was present without evidence of a current and valid evidence of a satisfactory Comprehensive Records Check.

POI (Plan of Improvement)

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

Correction Deadline: 12/6/2023

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 a staff member was present with a expired criminal background check.

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: 12/6/2023

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

Comment

Director provided five files for employees hired since last visit.

591-1-1-.14 First Aid & CPR **Met**

Comment

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

Comment

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

Correction Deadline: 7/29/2022

Corrected on 12/6/2023

.14(3) - Citation observed to be corrected on this date. Consultant observed up to date antibacterial ointment on all vehicles on this date.

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

Finding
91-1-1-.33(5) 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 task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on a review of documents that one employee was missing their ten hours of annual training for the year 2022.

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: 1/31/2024

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.

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
Adequate supervision observed on this date.

591-1-1-.32 Supervision(CR) **Met**

Comment
Center observed to maintain appropriate staff:child ratios.