



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: 1/30/2024 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 10:55 AM **Departure:** 5:15 PM

CCLC-16953

Reflections Learning Academy

4330 Ridge Road Douglasville, GA 30134 Paulding County
 (770) 942-8736 rldirector4330@gmail.com

CCS Coordinator

Rachael Brown

Phone: (770) 342-7795

Fax: (678) 891-5887

rachael.brown@decal.ga.gov

Mailing Address

3510 West Stewarts Mill Rd.
 Douglasville, GA 30135

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.
01/30/2024	Complaint Investigation & Licensing Study	Good Standing	
01/30/2024	Complaint Closure	Good Standing	
09/14/2023	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
K-Bldg.2	Clubhouse	Six Year Olds and Over	1	10	C	27	C	37	C	Free Play
Total Capacity @35 sq. ft.: 27			Total Capacity @25 sq. ft.: 277							
Main	J- Toucans	Four Year Olds and Five Year Olds	2	11	C	22	C	31	C	Nap,Transitioning
Main	A- Bumblebees	Infants	2	6	C	17	C	NA	NA	Floor Play,Feeding
Main	B- Butterflies	One Year Olds	2	9	C	18	C	NA	NA	Lunch
Main	C- Grasshoppers	One Year Olds	1	7	C	17	C	NA	NA	Lunch
Main	D- Tigers	Two Year Olds	2	8	C	24	C	NA	NA	Lunch
Main	E- Frogs	Three Year Olds and Four Year Olds	2	16	C	22	C	NA	NA	Nap,Transitioning
Main	F- Polar Bears	GA PreK	2	14	C	21	C	30	C	Lunch,Circle Time
Main	G- Chameleons	GA PreK	2	13	C	21	C	30	C	Circle Time,Transitioning
Main	H- Ladybugs	Three Year Olds	2	11	C	16	C	22	C	Nap,Transitioning,Lunch
Main	I- Caterpillars	GA PreK	2	19	C	21	C	29	C	Lunch,Transitioning

	Total Capacity @35 sq. ft.: 199	Total Capacity @25 sq. ft.: 277
Total # Children this Date: 124	Total Capacity @35 sq. ft.: 226	Total Capacity @25 sq. ft.: 277

Building	Playground	Playground Occupancy	Playground Compliance
Main	2 yrs. - 4 yrs.	32	C
Main	5 yrs. - 12yrs.	224	C
Main	Inf. - 2 yrs.	29	C
Main	Multipurpose Court	71	C

Comments

The purpose of this visit was to conduct a Licensing Study and complaint investigation and follow up to previous visit on September 14, 2023.

Plan of Improvement: Developed This Date 01/30/2024

Any rule violation which subjects a child to injury or life-threatening situation or any rule violations previously cited but not corrected, may result in the imposition of an adverse enforcement action. Serious or continued noncompliance may also jeopardize participation in one or more DECAL program(s).



Please refer to the website, <http://www.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!

Tawaiian Rhodes, Program Official

Date

Rachael Brown, CCS Coordinator

Date



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(Findings Report)

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The following information is associated with a Licensing Study Visit:

Activities and Equipment

591-1-1-.03 Activities

Met

Comment

591-1-1-.03(2) - Ensure lesson plans are dated for the current week and available to each staff member in the classroom.

Correction Deadline: 1/30/2024

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)

N/A

Comment

Center does not provide swimming activities.

Children's Records

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

Met

Comment

Ensure a complete address is obtained for all persons authorized to pick up children.

Facility

591-1-1-.06 Bathrooms

Met

Comment

Please monitor bathrooms for necessary supplies.

591-1-1-.19 License Capacity(CR)	Met
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Comment

Licensed capacity observed to be met by center on this date.

591-1-1-.25 Physical Plant - Safe Environment(CR)	Met
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Comment

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

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

Finding

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on observation that a swing on the school age playground was observed to be broken, which caused the swing seat to be detached from one side and hanging loosely from the chain. In addition, plastic was observed pushing through the mulch under the swings and climbing equipment on the school age playground, creating a tripping hazard for children.

POI (Plan of Improvement)

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

Correction Deadline: 2/9/2024

Food Service

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

591-1-1-.15 - Ensure bottles are fully covered and labeled with the child's full name and date of use.

Comment

Center menu meets USDA guidelines.

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

Kitchen appears clean and well organized.

Health and Hygiene

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

Staff stated proper knowledge of diapering procedures. Please monitor diapering pads for thin spots that could lead to rips or tears.

591-1-1-.17 Hygiene(CR)	Met
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Correction Deadline: 9/14/2023

Corrected on 1/30/2024

.17(8) - Citation observed to be corrected on this date. Consultant observed appropriate handwashing throughout the center and staff stated appropriate handwashing practices.

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

Documentation for medication dispensing observed complete.

Policies and Procedures

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

Program observed complete emergency drills

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

Observed all required posted notices.

Safety

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

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

Field trip documentation observed to be complete.

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

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

Comment

Complete documentation of transportation observed.

Comment

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

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

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

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

Criminal record checks were observed to be complete.

Comment

Director provided seventeen files for employees hired since last visit.

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

Evidence observed of 50% of center staff certified in First Aid and CPR.

Comment

Please add missing items in first aid kit(s).

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

591-1-1-.33(3) - Please be sure to obtain evidence of all staff completing health and safety orientation training.

Correction Deadline: 2/29/2024

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 review of records that three of six applicable staff members did not have ten clock hours of annual training for 2023.

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: 2/29/2024

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.

The following information is associated with a Complaint Investigation Visit:

Health and Hygiene**591-1-1-.07 Children's Health****Met**

Correction Deadline: 11/20/2023

Corrected on 1/30/2024

.07(2) - Citation observed to be correct. Staff stated to immediately notify parents when child experience discomfort or symptoms of illness.

Policies and Procedures

591-1-1-.29 Required Reporting

Met

Correction Deadline: 11/20/2023

Corrected on 1/30/2024

.29(3) - Citation observed to be corrected on this date. Consultant discussed appropriate required reporting rules and regulations.

Staffing and Supervision

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

Met

Correction Deadline: 9/14/2023

Corrected on 1/30/2024

.32(7) - Citation observed to be corrected on this date. Consultant observed adequate supervision and staff provided direct supervision to children in care.