



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: 5/28/2025 **VisitType:** Licensing Study

Arrival: 9:50 AM **Departure:** 2:00 PM

CCLC-33544

Sweet & Tenderhearted Childcare

27206 US Hwy 80 W Portal, GA 30450 Bulloch County
(912) 865-2556 kosmi2023@gmail.com

Lead Consultant

Kimberly Stoy

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kimberly.stoy@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★ ★

Compliance Zone Designation			Compliance Zone Designation - A summary measure of a program's 12 month monitoring history, as it pertains to child care health and safety rules. The three compliance zones are good standing, support, and deficient. Good Standing - Program is demonstrating an acceptable level of performance in meeting the rules. Support - Program performance is demonstrating a need for improvement in meeting rules. Deficient - Program is not demonstrating an acceptable level of performance in meeting the rules.
05/28/2025	Licensing Study	Good Standing	
04/16/2024	Licensing Study	Good Standing	
09/11/2023	TA Follow Up	NA	

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	Back Right	Infants	1	4	C	5	C	NA	NA	Floor Play, Feeding
Main	Front Right	Two Year Olds	1	6	C	12	C	17	C	Free Play
Main	Left	Three Year Olds and Four Year Olds and Six Year Olds and Over	1	14	C	24	C	33	C	Free Play
Main	Middle Right	One Year Olds	1	5	C	10	C	NA	NA	Free Play
Total Capacity @35 sq. ft.: 51			Total Capacity @25 sq. ft.: 51							
Total # Children this Date: 29			Total Capacity @35 sq. ft.: 51			Total Capacity @25 sq. ft.: 51		Building @25 capacity limited by Fire Marshall Limitations		

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground	22	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
4	8	9	4	10	0	7

Comments

Program does not provide transportation, swimming, or medication.

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:

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 CAPS/ QR Provisional Status, allowing for scholarships while working toward an initial star rating. Provisional Status eligibility will be determined at the time of CAPS enrollment as part of the CAPS application process.

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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(Findings Report)

Date: 5/28/2025 **VisitType:** Licensing Study

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Mailing Address

Same

The following information is associated with a Licensing Study:

Activities and Equipment

Records Reviewed: 12

Records with Missing/Incomplete Components: 6

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3

Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Technical Assistance

591-1-1-.03(2) - Discussed with Director about ensuring current lesson plans are posted in each room.

Correction Deadline: 5/28/2025

591-1-1-.12 Equipment & Toys(CR)**Not Met****Finding**

591-1-1-.12(2) requires that all equipment and furniture be free from hazardous conditions such as, but not limited to, sharp rough edges or toxic paint; and be kept clean. It was determined based on observation that the following equipment was observed to be in need of repair on this date:

- * Left Room: Pink couch and chair were torn and had exposed foam and the red box holding musical instruments had a broken lid exposing a hinge
- * Middle Room: the blue chair was torn
- * Front Right: the red couch was torn exposing foam.

POI (Plan of Improvement)

The Center will ensure that equipment and furniture are used by the age-appropriate group of children.

Correction Deadline: 5/28/2025

Finding

591-1-1-.12(4) requires that equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over. It was determined based on observation the television in the Left Room as not anchored.

POI (Plan of Improvement)

The Center will ensure that the identified equipment or furniture and any other such existing or future items are secured adequately and will have a system for checking these for stability.

Correction Deadline: 5/28/2025

591-1-1-.35 Swimming Pools & Water-related Activities(CR)**N/A****Comment**

Center does not provide swimming activities.

Children's Records**Records Reviewed: 12****Records with Missing/Incomplete Components: 6**

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3

Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Records Reviewed: 5**Records with Missing/Incomplete Components: 4**

Child # 1

Not Met

"Missing/Incomplete Components"

.08(1)-DOB Missing,.08(1)-Parent Names, Work Numbers,.08(3)-Name of Release Person Missing

Child # 2

Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers,.08(3)-Address of Release Person Missing

Child # 4

Not Met

"Missing/Incomplete Components"

.08(3)-Name of Release Person Missing

Child # 5

Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers

591-1-1-.08 Children's Records**Not Met****Finding**

591-1-1-.08(1) requires 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. It was determined based on a review of records that child #1 was missing the release person information, child #2 was missing the parents work address and work phone number and the release person address, child #4 was missing their date of birth, parent's work information, and release person information, and child #5 was missing the father's work phone number.

POI (Plan of Improvement)

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

Correction Deadline: 5/28/2025

Records Reviewed: 12

Records with Missing/Incomplete Components: 6

Staff # 1 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2 Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3 Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

591-1-1-.06 Bathrooms**Not Met****Comment**

Please monitor bathrooms for necessary supplies.

Finding

591-1-1-.06(1) requires the center to provide a specified minimum number of flush toilets and hand washing sinks with running water for the use of all children, at least one flush toilet for children being potty-trained and to not substitute nursery potty chairs for a required flush toilet. It was determined based on observation that the program had one working toilet on this date where four are required due to the capacity of the center.

POI (Plan of Improvement)

The center will add the required number of flush toilets and/or sinks or decrease the licensed capacity.

Correction Deadline: 6/27/2025**591-1-1-.19 License Capacity(CR)****Met****Comment**

Licensed capacity observed to be met on this date.

Technical Assistance

591-1-1-.25(12) - Discussed with Director about ensuring heating units not in use are stored out of reach of children.

Correction Deadline: 5/28/2025

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 in the Middle Right room there was Desitin accessible in a book bag that was within reach of the children. It was further determined that in the same room in an unlocked cabinet there was Neosporin, Hydrocortizone cream, Aquaphor, and A&D ointment.

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: 5/28/2025

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

Not Met

Technical Assistance

591-1-1-.26(4) - Discussed with Director about ensuring the bottom of the fence is secured.

Correction Deadline: 5/28/2025

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 the merry-go-round and train tunnel need to be repainted or removed due to chipping paint and rust. It was further determined that the basketball net needs to be replaced or removed due to exposed screws in the back that measure one inch in length.

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: 6/7/2025

Food Service

Records Reviewed: 12

Records with Missing/Incomplete Components: 6

Staff # 1 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2 Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3 Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

591-1-1-.15(1) - Discussed with Director about ensuring the proper milk is available for all age groups.

Correction Deadline: 5/28/2025**Technical Assistance**

591-1-1-.15(2) - Discussed with Director about ensuring all infants have current infant feeding plans.

Correction Deadline: 5/28/2025**591-1-1-.18 Kitchen Operations****Technical Assistance****Technical Assistance**

591-1-1-.18(5) - Discussed with Director about monitoring the temperature in the refrigerator.

Correction Deadline: 5/28/2025**Health and Hygiene**

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3

Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

591-1-1-10 Diapering Areas & Practices(CR)

Met

Comment

Proper diapering procedures observed.

591-1-1-17 Hygiene(CR)

Not Met

Finding

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on observation that a child in the Middle Room did not wash hands after having their nose cleaned.

POI (Plan of Improvement)

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 5/28/2025

Technical Assistance

591-1-1-17(8) - Discussed with Director about ensuring staff wash hands at required times instead of hand sanitizer.

Correction Deadline: 5/28/2025

591-1-1-20 Medications(CR)

N/A

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3

Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

591-1-1-.21 Operational Policies & Procedures**Not Met****Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of records that the program had not completed an emergency drill since January of 2025.

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 6/2/2025**591-1-1-.29 Required Reporting****Met****Comment**

Discussed reporting requirements.

Safety

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3

Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

Comment

Center does not keep animals on premises.

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

Comment

Please be mindful of voice tone in redirecting children.

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

Staff # 1 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2 Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3 Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8

Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11

Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on observation the three our three crib sheets in Back Right room were not tight-fitting on this date.

POI (Plan of Improvement)

The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 5/28/2025**Technical Assistance**

591-1-1-.30(1)(b)1 - Discussed with Director about ensuring mats are in good repair.

Correction Deadline: 5/28/2025**Finding**

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags. It was determined based on observation that mats stored in the Left Room, Front Right Room, and Middle Room were stored where children had access to them.

POI (Plan of Improvement)

The Center will store cots and mats so children do not have access to them and they don't take up play space and will store them so each child's bedding is separate from the others.

Correction Deadline: 5/28/2025**Staff Records**

Staff # 1

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2

Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3 Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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 record and staff statements that staff #1, a therapist, was present on this date without having both a Records Check Application and Fingerprints to an authorized fingerprinting site prior to being present at the center.

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: 5/28/2025

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on observation and staff statements that staff #1, a therapist, was present on this date without a current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center.

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: 5/28/2025

591-1-1-.14 First Aid & CPR**Technical Assistance****Technical Assistance**

591-1-1-.14(3) - Discussed with Director about ensuring all items were in the First Aid Kit as required by the department.

Correction Deadline: 6/7/2025

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 #7 who was hired on June 6, 2024 did not have evidence of completing the health and safety orientation within the first 90 days of employment.

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: 6/27/2025

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 records that staff #2, #5, and #11 did not complete ten hours of annual training for 2024.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 12/31/2025

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: 12

Records with Missing/Incomplete Components: 6

Staff # 1 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 2 Not Met

Date of Hire: 07/05/2022

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 3 Not Met

Date of Hire: 07/02/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5 Not Met

Date of Hire: 08/22/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 8 Not Met

Date of Hire: 06/06/2024

"Missing/Incomplete Components"

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

Staff # 11 Not Met

Date of Hire: 11/27/2021

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

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)

Technical Assistance

Technical Assistance

591-1-1-.32(7) - Discussed with Director about ensuring the infant room has gates to prevent infants from crawling out of the room.

Correction Deadline: 5/28/2025