



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: 3/28/2024 VisitType: Complaint Investigation Arrival: 7:25 AM Departure: 2:50 PM  
Follow Up

CCLC-33780

Glad Tidings Academy

16603 US Hwy 19 N Thomasville, GA 31792 Thomas County  
(229) 236-6005 gwelch1965@yahoo.com

Regional Consultant

Angela Williams-Jackson

Phone: (404) 710-3984

Fax: (678) 717-5765

angela.williams-  
jackson@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. |
|-----------------------------|-----------------------------------|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 03/28/2024                  | Complaint Investigation Follow Up | Good Standing |                                                                                                                                                                                                                         |
| 01/30/2024                  | Licensing Study                   | Good Standing |                                                                                                                                                                                                                         |
| 08/03/2023                  | Monitoring Visit                  | Good Standing |                                                                                                                                                                                                                         |
|                             |                                   |               | <b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.                                                                                                                |
|                             |                                   |               | <b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.                                                                                                                          |
|                             |                                   |               | <b>Deficient</b> - 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         |
|---------------------------------|-------------|------------------------------------|-------|----------|-------------------------------|------------|--------------|------------|--------------|---------------|
| One Bldg.                       | A           | Infants                            | 1     | 3        | C                             | 14         | C            | NA         | NA           | Floor Play    |
| One Bldg.                       | B           | Three Year Olds and Four Year Olds | 1     | 10       | C                             | 24         | C            | NA         | NA           | Free Play     |
| One Bldg.                       | Back D      | One Year Olds                      | 1     | 3        | C                             | 13         | C            | NA         | NA           | Transitioning |
| One Bldg.                       | C           |                                    | 0     | 0        | C                             | 20         | C            | NA         | NA           |               |
| One Bldg.                       | Classroom G | Three Year Olds                    | 1     | 3        | C                             | 10         | C            | NA         | NA           | Free Play     |
| One Bldg.                       | Classroom H |                                    | 0     | 0        | C                             | 12         | C            | NA         | NA           |               |
| One Bldg.                       | E           | One Year Olds                      | 1     | 6        | C                             | 10         | C            | NA         | NA           | Story         |
| One Bldg.                       | F           |                                    | 0     | 0        | C                             | 10         | C            | NA         | NA           |               |
| One Bldg.                       | Front D     | Two Year Olds                      | 1     | 6        | C                             | 11         | C            | NA         | NA           | Free Play     |
| Total Capacity @35 sq. ft.: 124 |             |                                    |       |          | Total Capacity @25 sq. ft.: 0 |            |              |            |              |               |
| Total # Children this Date: 31  |             |                                    |       |          | Total Capacity @25 sq. ft.: 0 |            |              |            |              |               |

| Building  | Playground                  | Playground<br>Occupancy | Playground<br>Compliance |
|-----------|-----------------------------|-------------------------|--------------------------|
| One Bldg. | Playground A-Infant         | 16                      | C                        |
| One Bldg. | Playground B-Lg.<br>Plgr.   | 20                      | C                        |
| One Bldg. | Playground C School-<br>age | 41                      | C                        |

#### Comments

The purpose of this visit was to conduct a complaint investigation follow-up visit.

Plan of Improvement: Developed This Date 03/28/2024

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](http://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](mailto:qualityrated@dec.al.ga.gov) for more information. Free technical assistance is available!**

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Gigi Welch, Program Official

Date

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Angela Williams-Jackson, Regional Consultant

Date



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(Findings Report)

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The following information is associated with a Complaint Investigation Follow Up:

| Facility |
|----------|
|----------|

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

Correction Deadline: 2/29/2024

Corrected on 3/28/2024

The citation was observed to be corrected on this date.

Correction Deadline: 1/30/2024

Corrected on 3/28/2024

The citation was observed to be corrected on this date.

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

Correction Deadline: 2/9/2024

Corrected on 3/28/2024

The citation was observed to be corrected on this date.

| Staff Records |
|---------------|
|---------------|

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

Correction Deadline: 2/29/2024

Corrected on 3/28/2024

The citation was observed to be corrected on this date.

591-1-1-.33 Staff Training Met

Correction Deadline: 2/13/2024

Corrected on 3/28/2024

The citation was observed to be corrected on this date.

**Correction Deadline: 2/29/2024**

**Corrected on 3/28/2024**

**The citation was observed to be corrected on this date.**

|                                 |
|---------------------------------|
| <b>Staffing and Supervision</b> |
|---------------------------------|

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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)**

**Not Met**

**Finding**

591-1-1-.32(4)(b) allows children who turn three years old during the regular school year to remain with two-year-olds for the remainder of the school year but requires agreement from the older child's Parent(s) for the continued placement. It was determined based on observation that the center did not have parent agreements on file as required.

**POI (Plan of Improvement)**

The Center will secure parental permission and keep it on file. The director stated that they do not have agreements on file and that she was not aware of an agreement or a rule regarding agreements. The director will add an agreement document to the application to obtain parent permission.

**Correction Deadline: 3/28/2024**