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: 7/8/2026 **VisitType:** Licensing Study **Arrival:** 10:45 AM **Departure:** 2:40 PM

CCLC-33780
Glad Tidings Academy
16603 US Hwy 19 N Thomasville, GA 31792 Thomas County
(229) 236-6005

Regional Consultant
Angela Williams-Jackson
Phone: (404) 710-3984
Fax:
angela.williams-jackson@decal.ga.gov

Mailing Address
Same

Quality Rated:

Compliance Zone Designation		
07/08/2026	Licensing Study	Good Standing
01/26/2026	Monitoring Visit	Good Standing
09/02/2025	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
One Bldg.	A	Infants	3	10	C	14	C	NA	NA	Feeding,Floor Play,Nap
One Bldg.	B	Three Year Olds and Four Year Olds	2	18	C	24	C	NA	NA	Outside
One Bldg.	Back D	Two Year Olds	2	10	C	13	C	NA	NA	Lunch
One Bldg.	C	Four Year Olds and Five Year Olds	2	16	C	20	C	NA	NA	Transitioning
One Bldg.	Classroom G	Two Year Olds and Three Year Olds	2	6	C	10	C	NA	NA	Transitioning
One Bldg.	Classroom H		0	0	C	12	C	NA	NA	
One Bldg.	E	One Year Olds	1	6	C	10	C	NA	NA	Free Play
One Bldg.	F	Four Year Olds and Five Year Olds	1	6	C	10	C	NA	NA	Story
One Bldg.	Front D	One Year Olds	1	7	C	11	C	NA	NA	Free Play
One Bldg.	Sanctuary	Six Year Olds and Over	2	27	C	54	C	NA	NA	Free Play
		Total Capacity @35 sq. ft.: 178			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 106		Total Capacity @35 sq. ft.: 178			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
One Bldg.	Playground A-Infant	16	C

One Bldg.	Playground B-Lg. Plgr.	20	C
One Bldg.	Playground C School-age	41	C

Enrolled Children						
Under 1 years	**1 years**	**2 years**	**3 years**	**4 years**	**5 years (Prekonly)**	**5 years and older**
11	17	13	19	26	17	49

Comments

The Consultant discussed the Chop, Look, Listen information with the Director. The Center was left with a repeat citation.

Plan of Improvement: Developed 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

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.

<u>Bright from the Start recommends that all licensed child care providers carry liability insurance coverage sufficient to protect its clients.</u> 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-.12 Equipment & Toys(CR) **Met**

Comment
A variety of equipment and toys were observed throughout the center on this date.

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

Comment
Swimming activities provided off site.

Children's Records

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

Comment
Parent agreements observed obtained and completed.

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 the center on this date.

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 rooms had hazards accessible to children that posed a safety hazard:
B
- An open container on top of a low shelf with an open box of latex gloves.
- Yellow cleaning solution on top of the cubby.
- A white and red grocery bag on the floor near the entrance door to the room.
C
- Two grocery bags hanging on the hooks on the back wall.
Back D
- A vacuum inside the bathroom.
F
- One box of latex gloves, a pink container filled with grocery bags, and hand sanitizer on top of the shelf.
H
- A plunger on the right side of the white cabinet
- A toilet brush on the left side of the toilet.

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: 7/8/2026

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 following rooms were in need of repair with the following that posed a safety hazard:
Front D
- Seven ceiling tiles with stains.
- Peeling paint on the right side wall near the dramatic play area.
Back D
- Peeling paint on the back left and rights walls.
G
- Peeling paint on the left back wall.
- Bathroom ceiling vent was with dust and debris.
- The ceiling vent at the back of the room was with dust and debris.

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: 7/22/2026

Finding
591-1-1-.25(8) requires protective caps on all unused electrical outlets within children's reach and requires that electrical outlets in use be made inaccessible to children. It was determined based on observation that the sanctuary room had a white cord running from the electrical outlet on the right side of the room across the middle of the room floor posing a tripping and strangulation hazard. Additionally, the following rooms had electrical outlets without protective covers posing an electrocution hazard:
Sanctuary
- Two outlets on the left side of the room.
- One outlet on the right side of the room.
Bathroom Near room F
- One outlet on the wall across from the stalls.
H
- One outlet under the TV.

POI (Plan of Improvement)
The Center will train Staff to check outlets and replace protective caps when needed and identify and monitor how outlets in use are inaccessible to children.

Correction Deadline: 7/8/2026

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

Correction Deadline: 1/26/2026

Corrected on 7/8/2026
The previous citation was observed corrected on this date. There was no standing water on the playground.

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
Proper hand washing observed throughout the center on this date.

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

Comment
Documentation for medication dispensing observed completed on this date.

Policies and Procedures

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

Comment
Program observed to have complete emergency drills.

Safety

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

Comment
Center does not keep animals on the premises.

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

Comment
Age-appropriate discussion and redirection observed.

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

Comment
Field trip documentation observed to be complete on this date.

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

Comment
A current and completed inspection was observed for all vehicles with license number GPB413 and RNJ1018 used in transporting children on this date. Transportation was observed on this date.

Finding
591-1-1-.36(3)(a-b) requires any Center that provides any type of transportation to obtain two (2) hours of state-approved or state-accepted transportation training, biannually, for the Director and for each person responsible for or who participates in the transportation of children. The training shall include, but is not limited to, a review of the transportation rules, a review of approved transportation forms and procedures, and instruction on the usage and completion of the forms and procedures. This training may be counted as part of the annual training requirements for Staff. It was determined based on a review of records that Staff #17 did not have evidence of current transportation training. The training on file expired September 2025.

POI (Plan of Improvement)
The Center will ensure that the Director, Center Staff, and any person responsible for the transportation of children has completed the required transportation training.

Correction Deadline: 7/18/2026

Technical Assistance
The Consultant discussed with the Director to ensure that the yellow bus with license number GPB413 is clean and maintained.

Correction Deadline: 7/9/2026

Correction Deadline: 1/27/2026

Corrected on 7/8/2026
The previous citation was observed corrected on this date. The departure and return dates were documented.

Sleeping & Resting Equipment

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

Correction Deadline: 1/26/2026

Corrected on 7/8/2026
The previous citation was observed corrected on this date. There were no babies sleeping in unapproved equipment.

Staff Records

Records Reviewed: 18 **Records with Missing/Incomplete Components: 5**

Staff # 4 Not Met

Date of Hire: 08/01/2026 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 14 Not Met

Date of Hire: 05/09/2023

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 15 Not Met

Date of Hire: 07/06/2026 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 16 Not Met

Date of Hire: 07/06/2026 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 17 Not Met

Date of Hire: 08/02/2012

"Missing/Incomplete Components"

.36(3)(a-b)-2 hrs. Transportation Training missing

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

Comment
Director provided three files for employees hired since the last visit.

591-1-1-.14 First Aid & CPR(CR) **Not Met**

Finding
591-1-1-.14(1)(a) requires all Staff who provide direct care to children must obtain certification in a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid within the first 45 days of employment. Current and valid evidence of the successful completion of such training shall be maintained on the Center's premises. The hours obtained completing this certification will not count towards the required annual training hours. It was determined based on a review of records that Staff #14 did not have evidence of first aid and CPR on file as required. The certification on file was done online.

POI (Plan of Improvement)
All caregiver Staff will complete the required training. The Director will send copies via email verification of completed CPR/First Aid certification to the consultant upon completion and will develop a plan to ensure all caregiver Staff have completed this training within the first 45 days of employment and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 8/7/2026

Finding
591-1-1-.14(1)(b) requires the training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. It was determined based on a review of records that Staff #14 did not have evidence that the first aid and CPR on file was training in pediatric first aid and pediatric CPR training as required.

POI (Plan of Improvement)
All caregiver Staff must successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid taught by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Director will send copies via email of verification of completed CPR/First Aid certification to the Consultant upon completion.

Correction Deadline: 8/7/2026

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 based on a review of records that Staff #4, #15, and #16 did not have evidence of orientation on file as required. Two of the three Staff had an incomplete orientation on file and one Staff was missing the orientation document.

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: 7/9/2026

Recited on 7/8/2026

591-1-1-.33 Staff Training **Met**

Correction Deadline: 10/2/2025

Corrected on 7/8/2026
The previous citation was observed corrected on this date. The files reviewed all had 10 hours of annual training for the year 2025.

591-1-1-.31 Staff(CR) **Met**

Comment
Staff observed to be compliant with applicable laws and regulations.

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**

Correction Deadline: 1/26/2026

Corrected on 7/8/2026
The previous citation was observed corrected on this date. Watchful supervision was observed throughout.