



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: 12/10/2025 **VisitType:** EX-CAPS-Monitoring

Arrival: 2:10 PM **Departure:** 5:00 PM

EX-63730

Panther Before & After Care

3183 Greenbriar Parkway SW Atlanta, GA 30331 Fulton County
(470) 819-4992

Exemption Unit Consultant

Keia Cole

Phone: (678) 717-5146

Fax: (770) 342-7801

keia.cole@decal.ga.gov

Mailing Address

Same

Quality Rated: No

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.
12/10/2025	EX-CAPS-Monitoring	Good Standing	
			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.

Comments

Plan of Improvement: Developed This Date 12/10/2025

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 at 855-800-7747 or qualityrated@decals.ga.gov for more information. Free technical assistance is available!



Summary Report

Date: 12/10/2025 VisitType: EX-CAPS-Monitoring

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The following information is associated with a EX-CAPS-Monitoring:

Activities and Equipment

EX-HS-.A Activities

Met

Comment

EX-HS-.A - Activities observed to be appropriate and safe for children in care.

EX-HS-.F Equipment & Toys

Met

Comment

EX-HS-.F - Discussed adding equipment and toys to enhance variety.

EX-HS-.Q Swimming Pools & Water-related Activities(CR)

N/A

Comment

EX-HS-.Q - The Program does not provide swimming activities.

Children's Records

EX-HS-.C Children's Records

Met

Comment

EX-HS-.C - Observed children's files as required.

Exemptions

EX-HS-.X Exemption Requirements

Technical Assistance

Comment

EX-HS-.X(1) - Discussed posted notices.

Technical Assistance

EX-HS-.X(2) - requires when a parent or guardian initially registers a child with an exempt program, the parent or guardian shall sign a form indicating the parent or guardian has been advised and understands that the program is not licensed and is not required to be licensed by the state. It was discovered that the Program did not have signed Notice of Exemption statements from registered families in the children's records. It was recommended to have all enrolled families sign and date the Notice of Exemption language explaining that the Program is not licensed and is not required to be licensed by the state.

Facility

EX-HS-.B Bathrooms

Met

Comment

EX-HS-.B - Program observed to have adequate toilets, sinks and supplies available.

EX-HS-.L Physical Plant(CR)**Met****Comment**

EX-HS-.L - Observed approval from the Department and fire safety agencies on this date.

EX-HS-.M Playgrounds(CR)**Met****Comment**

EX-HS-.M - Playground observed to be clean and in good repair.

Health and Hygiene**EX-HS-.U Diapering Areas & Practices(CR)****N/A****Comment**

EX-HS-.U - No diapered children are enrolled.

EX-HS-.H Hygiene**Not Evaluated****Comment**

EX-HS-.H - Hand washing was not observed during the visit but proper hand washing rules were discussed.

EX-HS-.I Medications(CR)**N/A****Comment**

EX-HS-.I - Medication is not dispensed.

Policies and Procedures**EX-HS-.J Operational Policies & Procedures****Technical Assistance****Comment**

EX-HS-.J(2) - Observed evidence of written drills conducted within the Program on this date.

Technical Assistance

EX-HS-.J1(a-i) - requires the Program to establish and implement written policies and procedures that describe the Program's operations as follows: (a) The exclusion of children with contagious illness; (b) Notification of parents in the event their child becomes ill while at the facility; (c) The notification of all parents of enrolled children when a reportable contagious illness is present in the facility; (d) The prevention of and response to food and allergic reactions; (e) Emergency preparedness and response. A written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the program. The program will have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and will include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Such plan shall include assurance that no Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals; (f) The handling and appropriate disposal of bodily fluids and storage of hazardous materials (soiled clothing and bedding); (g) Recognition and reporting of child abuse and neglect; (h) A description of behavior management and discipline actions used by the program, to include the program's practices regarding the expulsion and suspension of children enrolled for care; (i) A description of the practices followed by the Center to prevent shaken baby syndrome and abusive head trauma in children up to five years of age that includes the following information: how to recognize, respond to, and report the signs and symptoms of shaken baby syndrome and abusive head trauma; strategies to assist staff members in understanding how to care for infants and how to cope with a crying, fussing, or distraught child; strategies to ensure staff members understand the brain development of children up to five years of age; and a list of prohibited behaviors when dealing with children. It was discussed with the Program to ensure all areas in section a - i of the required policies and procedures are added to their document.

EX-HS-.T Required Reporting**Met****Comment**

EX-HS-.T - There were no incidents or injuries that required reporting.

Safety**EX-HS-.E Discipline(CR)****Met****Comment**

EX-HS-.E - Age-appropriate discussion and/or redirection observed.

EX-HS-.S Field Trips	N/A
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Comment

EX-HS-.S - No field trips are offered.

EX-HS-.R Transportation(CR)	N/A
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Comment

EX-HS-.R - Program does not provide routine transportation.

Sleeping & Resting Equipment

EX-HS-.V Safe Sleeping and Resting Requirements(CR)	N/A
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Comment

EX-HS-.V - No infants in care. No safe sleep policy necessary.

Staff Records

EX-HS-.D Criminal Records and Comprehensive Background Checks(CR)	Met
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Comment

EX-HS-.D - Criminal record checks were observed to be complete.

EX-HS-.G First Aid & CPR(CR)	Not Met
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Finding

EX-HS.G(1)(a-b) requires (a) 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 program's premises. The hours obtained completing this certification will not count towards the required annual training hours; (b) 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 review of records that two out of three staff members did not have evidence of pediatric Cardiopulmonary Resuscitation and first aid training.

POI (Plan of Improvement)

The Program will ensure all Staff that provide direct care to children obtain pediatric CPR and first aid training within the first 45 days of employment. The training shall be maintained on the Program's premises and must be completed by a certified or licensed health care professional or trainer that deal with the provisions of emergency care to infants and children. develop a schedule to ensure there is always a staff person with current first aid and pediatric CPR training present, and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date. The Program shall have the two out of three staff members complete pediatric CPR and first aid training. Copies of all certificates will be obtained and maintained on-site in staff files for future review by the Department. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 12/17/2025

EX-HS-.K Personnel Records	Met
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Comment

EX-HS-.K - Observed personal records maintained.

EX-HS-.N Staff Requirements	Met
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Comment

EX-HS-.N - Observed a director or person responsible for overall supervision of the program.

EX-HS-.P Staff Training	Met
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Comment

EX-HS-.P(1) - Program initial orientation observed complete.

Finding

EX-HS-.P(3)(a-k) requires each staff member with direct care responsibilities shall complete health and safety training and 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: (a) prevention and control of infectious diseases; (b) prevention of sudden infant death syndrome and use of safe sleeping practices; (c) administration of medication, consistent with standards for parental consent; (d) prevention of and response to emergencies due to food and allergic reactions; (e) 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; (f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment;

(g) 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);

(h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants;

(i) precautions in transporting children (if applicable); (j) recognition and reporting of child abuse and neglect;

and (k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on review of records that three out of three staff members were missing the completion of the Health and Safety orientation training.

POI (Plan of Improvement)

The Program will develop and implement a plan to schedule and track Health and Safety orientation training for all employees based on their hire dates. The Program shall have the three out of three staff members complete the Health and Safety orientation training. All training certificates will be obtained and maintained on-site for future review by the Department. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 1/9/2026

Technical Assistance

EX-HS-.P(4)(a-b) - requires staff complete annual training (a) Every calendar year after the first year of employment, the Director, Provisional Employees and Employees shall attend ten (10) clock hours of diverse training which is offered by an accredited college, university or vocational program or other Department-approved source.

(b) The annual ten (10) clock hours of training shall include the following:

1. At least two (2) hours in evidence based, developmentally appropriate language and literacy practices;

2. At least two (2) hours in on-going child development and health and safety related topics, which could include, but not be limited to:

(i) Child development (e.g., developmental domains (cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; approaches to play and learning), discipline and guidance techniques, children with special needs);

(ii) Health (e.g., nutrition and the support of breast feeding, physical activity, prevention and control of illnesses and infectious diseases, immunizations, prevention of and response to emergencies due to food and allergic reactions, cleanliness, sanitation, and the appropriate disposal of bio contaminants);

(iii) Safety (e.g., prevention of Sudden Unexpected Infant Death (SUID) which includes Sudden Infant Death Syndrome (SIDS) and the use of safe sleeping practices, medication administration, injury control and prevention, transportation, handling and storage of hazardous materials, identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic, and emergency preparedness planning and response);

(iv) Child abuse and neglect (e.g., identification and reporting, meeting the needs of abused and/or neglected children, prevention of shaken baby syndrome, abusive head trauma and child maltreatment).

3. No more than two (2) of the required ten (10) hours in business-related topics (e.g., parental communication, recordkeeping, management, business planning).

Staffing and Supervision

EX-HS-.O Staff:Child Ratios and Supervision(CR)

Met

Comment

EX-HS-.O - Program observed to maintain appropriate staff: child ratios.