



Bright from the Start Georgia Department of Early Care and Learning
3 Martin Luther King Jr. Drive SE, 670 East Tower
Atlanta, GA 30334
 Phone: (404) 657-5562 WWW.DECAL.GA.GOV

Date: 3/20/2026 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 9:30 AM **Departure:** 2:30 PM

CCLC-36694

1st Step Learning Academy L.L.C

3217 New MacLand Road Suite 120 & 130 Powder Springs, GA
 30127 Cobb County
 (678) 401-2379

Regional Consultant

Kaiyah Werts

Phone: (912) 544-9793

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kaiyah.werts@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. 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.
03/20/2026	Complaint Investigation & Monitoring Visit	Support	
07/15/2025	Licensing Study	Support	
08/13/2024	Licensing Study	Good Standing	

Ratios/License Capacity

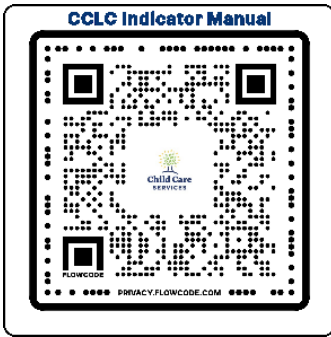
Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
Building 2	One room	GA PreK	2	8	C	25	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 25			Total Capacity @25 sq. ft.: 0							
Main	B- 2nd Right	Two Year Olds	1	6	C	10	C	NA	NA	Music,Free Play
Main	C-1st Left	Three Year Olds	1	4	C	18	C	NA	NA	Outside
Main	D- 2nd Left	One Year Olds	1	4	C	9	C	NA	NA	Free Play,Music
Main	Rm. A-1st Right	Infants	1	2	C	6	C	NA	NA	Music,Free Play
Total Capacity @35 sq. ft.: 43			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 24			Total Capacity @35 sq. ft.: 68			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground-Back of Center	29	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
3	4	9	4	8	6	4

Comments

Consultant conducted a monitoring visit and a complaint investigation. The investigative findings were not concluded on this date. The investigation remained open pending additional information. Upon completion, the findings will be reviewed with the child care program, and a final copy of the report will be sent.



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.dec.al.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.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!



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Summary Report

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The following information is associated with a Monitoring Visit:

Activities and Equipment

591-1-1-.12 Equipment & Toys(CR)

Not Met

Comment

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

Comment

Equipment and furniture observed to be properly secured, as applicable.

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 there was a red and green plush chair with small rips and exposed mesh in Room B-2nd Right. It was further determined that there was a missing sink bucket in the children's play kitchen, missing straps in the table seats, a loose cord from a lamp, and the cabinet door was broken on the portable sink in Room D-2nd Left.

Correction Deadline: 3/20/2026

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

Met

Comment

Center does not provide swimming activities.

Facility

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

Met

Comment

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

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

Not Met

Comment

The Center appeared clean and well maintained 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 there were a pack of baby wipes and a pack of latex gloves on the half wall ledge accessible to children in Room C 1st Left. It was further determined that there was hand sanitizer and latex gloves on a shelf, and a pair of adult scissors on a table in Building 2 accessible to children. It was also determined that there was a bottle of bleach on the back of the toilet and cleaning tools on the floor accessible to children in an unlocked adult's bathroom in Building 2.

Correction Deadline: 3/20/2026

Recited on 3/20/2026

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 Rm. A-1st Right, C-1st Left, and Building 2 had water marks on the ceiling that needed to be repaired.

Correction Deadline: 4/3/2026

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

Playground observed to be clean on this date.

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that the playground had tarp/ turf like material on the ground that had lifted, which caused a tripping hazard. It was further observed that there was a low hanging electric cord on the playground near Building 2's back door.

Correction Deadline: 3/20/2026**Health and Hygiene****591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff stated proper knowledge of diapering procedures.

591-1-1-.17 Hygiene(CR)**Met****Comment**

Proper hand washing stated by center staff on this date.

591-1-1-.20 Medications(CR)**Not Met****Comment**

The Provider currently does not dispense/administer medication.

Finding

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on observation that Room B 2nd Right had Hyland's teething tablets and Hyland's congestion tablets in a child's backpack accessible to children.

Correction Deadline: 3/20/2026

Policies and Procedures

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 observation the center's last emergency drill was conducted August 2025.

Correction Deadline: 3/31/2026

Recited on 3/20/2026

Safety

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

Met

Comment

Age-appropriate discussion and/or redirection observed.

Comment

Staff were observed to maintain a positive learning environment on this date.

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

Not Met

Comment

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

Comment

Observed documentation of transportation on this date.

Comment

The vehicle had an approved fire extinguisher and first aid kit 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 review of records that the staff responsible for transporting children was missing their 2 hour transportation training at the time of the visit.

Correction Deadline: 3/30/2026

Technical Assistance

591-1-1-.36(4)(f)1. - Discussed with the Director to ensure all children younger than 8-years-old be placed in a booster seat during transport.

Correction Deadline: 3/21/2026

Technical Assistance

591-1-1-.36(7)(c)2. - Discussed with the Director to ensure that the children are marked absent or if schools are closed and the transportation route was not conducted.

Correction Deadline: 3/21/2026

Technical Assistance

591-1-1-.36(7)(c)3. - Discussed with the Director to ensure the correct date are added to the transportation documents weekly.

Correction Deadline: 3/21/2026

Sleeping & Resting Equipment

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

Not Met

Comment

Discussed SIDS and infant sleeping position.

Finding

591-1-1-.30(1)(a)2 requires that a crib mattress is firm, tight-fitting without gaps, at least 2 inches thick and covered with a waterproof, washable material. Before a change of occupant, each mattress shall be cleaned with a disinfectant. It was determined based on observation that 1 of 4 crib mattresses measured 1.5 inches when 2 inches are required and the mattress was very flimsy when it was required to be firm.

Correction Deadline: 3/20/2026

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 that 3 of 5 cribs sheets were very loose when the Consultant conducted the pinch and pull test.

Correction Deadline: 3/20/2026

Recited on 3/20/2026

Staff Records

Records Reviewed: 10

Records with Missing/Incomplete Components: 3

Staff # 5

Not Met

Date of Hire: 09/09/2024

"Missing/Incomplete Components"

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

Staff # 6

Not Met

Date of Hire: 08/02/2019

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 08/03/2019

"Missing/Incomplete Components"

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

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

Criminal record checks were observed to be complete.

Comment

Director provided one file for employees hired since 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 review of records 3 of 10 staff were missing a current First Aid and CPR certificate.

Correction Deadline: 3/31/2026**Finding**

591-1-1-.14(2)(b) requires that there must always be one staff person present in each classroom where children are present that has current and valid pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid training. It was determined based on observation and review of records that 1 of 5 classrooms had a staff present without a First Aid and CPR certificate.

Correction Deadline: 3/31/2026

Finding

591-1-1-.14(2)(d) requires the Center Director must have current evidence of successful completion of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid at all times. It was determined based on a review of records that the Director present did not have current evidence of successful completion of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid.

Correction Deadline: 4/19/2026

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 review of records 3 of 10 staff were missing their Health and Safety Orientation training within the first 90 days of their hire date as required.

Correction Deadline: 3/31/2026

Recited on 3/20/2026

Technical Assistance

591-1-1-.33(4) - Discussed with the Director to ensure any staff responsible for meal prep obtain the 4-hour Nutrition Training.

Correction Deadline: 4/19/2026

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

Comment

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

Comment

Center observed to maintain appropriate staff:child ratios.

Correction Deadline: 7/15/2025

Corrected on 3/20/2026

.32(7) - Previous citation observed corrected on this date. Consultant observed the children present to be adequately supervised at the time of the visit.