



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: 8/26/2025 **VisitType:** Licensing Study

Arrival: 8:50 AM **Departure:** 3:50 PM

CCLC-50130

The Mills Academy

2545 Jolly Road College Park, GA 30349 Fulton County
(404) 768-1530

Regional Consultant

Shameka Dozier

Phone: (770) 857-7010

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shameka.dozier@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.
08/26/2025	Licensing Study	Support	
12/13/2024	Complaint Closure	Good Standing	
11/04/2024	Complaint Investigation Follow Up	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
Main	A-1L-Infants & 1's	One Year Olds	1	7	C	17	C	NA	NA	Free Play
Main	B-2L- 2's	Infants	1	4	C	19	C	NA	NA	Floor Play
Main	C-3L Back- 3's &4's		0	0	C	37	C	52	C	
Main	D-3R Back-3's, 4's & ASP	Three Year Olds and Four Year Olds	2	14	C	35	C	49	C	Centers
Main	E- 2R-2's	Two Year Olds	2	12	C	22	C	NA	NA	Diapering
			Total Capacity @35 sq. ft.: 130		Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 37			Total Capacity @35 sq. ft.: 130		Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Large	66	C
Main	Small	12	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
8	13	16	16	0	0	11

Comments

Two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics as part of 10 hours of annual training. operational policies & procedures, pediatric First Aid and pediatric CPR training within 45 days of employment, and food preparation training was discussed with the provider on this date. A one day letter and video affidavit was discussed and left with the provider on this date.

Plan of Improvement: To Be Submitted 09/10/2025

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.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 Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Not Met

Finding

591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development. The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that the lesson plans in classrooms A-1L, B-2L, E-2R, and D-3R were not updated and current as all lesson plans were dated for the week of July 28, 2025.

Correction Deadline: 8/26/2025

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

Met

Comment

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

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

N/A

Comment

Center does not provide swimming activities.

Children's Records

Finding

591-1-1-.08(6) requires the Center to maintain records of a child's daily arrival and departure for the twelve (12) preceding months that the Parent or person(s) authorized by the Parent documents, in written or electronic format, each time the Parent or authorized person drops off and picks up the child. The documentation shall include at least the date, the child's name, the arrival and departure times, and the signature or initials of the Parent or authorized person at the time of arrival and departure. These records shall be made available to the Department in printed or written form upon request. It was determined based on review of records that the director was not able to produce a full two weeks of arrival and departure times for children enrolled when requested. Consultant was only provided children's daily arrival and departure for the week of August 11, 2025.

Correction Deadline: 8/29/2025

Recited on 8/26/2025

	Facility
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591-1-1-.06 Bathrooms**Not Met****Finding**

591-1-1-.06(7) requires Center Staff to ensure bathrooms are cleaned daily with a disinfectant. It was determined based on observation that the 2nd right bathroom with blue paint was wet and had several black insects on the floor in classroom E-2R,

Correction Deadline: 8/26/2025

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

Correction Deadline: 11/4/2024

Corrected on 8/26/2025

.19(1) - Previous citation of the cafeteria having a capacity of fourteen children and housed a total of twenty-six children was observed to be corrected 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 hazards were observed:

Classroom A-L1:

floor lamp near the exit door was not sturdy as it was wobbly and accessible to children
fan on top of the white shelf on the right side of the room had a low hanging wire that was accessible to children

Classroom B-2L:

mop bucket and broom was located in the right corner and was accessible to children

Classroom E-2R:

portable fan with wire exposed was on the floor near the back right corner of the room and was accessible to children
a broom and dust pan was located in the back left corner near the exit door and was accessible to children
a small hand held fan with a hanging wire attached was placed on the brown middle shelf and was accessible to children

Classroom D-3R:

wood panel was stored in between the sink and sleeping cots with nails protruding out

Correction Deadline: 8/26/2025

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 was observed:

Classroom D-3R:

a ceiling tile located at the back right corner near the restrooms were missing exposing wires and the roof
girls bathroom with the pink paint had a tile missing that exposed the ceiling
boys bathroom with blue paint had an electrical outlet detached from the wall exposing the wiring
tile over the circle time carpet was hanging low
two tube light bulbs located at the back right corner near the restrooms were exposed as there was no covering

Classroom E-2R:

ceiling tile missing exposing with a wire hanging from the ceiling

Correction Deadline: 9/19/2025

Recited on 8/26/2025

Technical Assistance

591-1-1-.25(9) - Consultant discussed with the provider to ensure that person(s) without a legitimate reason for being on the premises are not on the premises.

Correction Deadline: 8/26/2025

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

Not Met

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 Large Playground had a blue merry go round, a red cylinder tunnel, a yellow metal climbing dome, and a blue metal climbing dome that were rusted.

Correction Deadline: 9/12/2025

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that the large and small playgrounds had mulch measuring less than one inch when six inches are required.

Correction Deadline: 9/12/2025

Food Service

Finding

591-1-1-.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies. It was determined based on review of records that there were no infant feeding plans available for review when requested in classroom B-2L. Consultant also observed that the feeding plans were not posted.

Correction Deadline: 8/26/2025

Finding

591-1-1-.15(5) requires that the Center provide a menu listing all meals and snacks to be served during the current week except for School-age Centers where the food may be provided by the Parent(s) by agreement between the School-age Center and the Parent(s). Substitutions shall be recorded on the posted menu and menus shall be retained at the Center for six (6) months. It was determined based on observation that there was no food menu posted for the current week. The director was not able to produce the menu when requested as the menu had to be printed out. When the menu was printed, consultant observed that the food menu was not dated.

Correction Deadline: 8/26/2025

591-1-1-.18 Kitchen Operations**Technical Assistance****Technical Assistance**

591-1-1-.18(7) - Consultant discussed with the provider to ensure that kitchen area be kept clean.

Correction Deadline: 8/26/2025

Health and Hygiene

591-1-1-.07 Children's Health**Not Met**

Correction Deadline: 12/13/2024

Corrected on 8/26/2025

.07(2) - Previous citation was associated with a complaint and observed to be corrected on this date. Parents being immediately notified when professional medical attention is required, or when the child experiences symptoms of moderate discomfort, or when the child is involved in an incident that puts their health and/or safety at risk was discussed with the provider.

Finding

591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifiers or other hazardous items. It was determined based on observation that an infant was laying on their back with a bib around their neck. Consultant also observed an infant had a bib around their neck with a pacifier attached to the bib.

Correction Deadline: 8/26/2025

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

Met

Comment

Hand washing requirements for diapering were discussed with the director on this date.

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 in classroom E-2R three of twelve children did not wash their hands upon arrival for care. Consultant also observed that three children did not wash their hands after toileting. When asked, staff stated that none of the ten children washed their hands after toileting.

Correction Deadline: 8/26/2025

Finding

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on observation that a staff person was assisting children with toileting/ diapering children and did not wash their hands after diapering/ assisting each child.

Correction Deadline: 8/26/2025

591-1-1-.20 Medications(CR) N/A

Comment
The Provider currently does not dispense/administer medication.

Policies and Procedures

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

Technical Assistance
591-1-1-.21(1)(a-o) - Discussed updating the Center's policies and procedures to include the program's practices regarding the expulsion and suspension of children enrolled for care within the description of behavior management and discipline actions used by the Center. Also discussed to ensure 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. Additional information can be found in the CCLC Indicator Manual found on DECAL's website at: <https://www.dec.state.ga.us/CCS/Regulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 8/31/2025

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 that a fire drill was last conducted on September 5, 2024, the tornado drill was last conducted July 2024, the lock down drill was last conducted July 8,2024, and the fire extinguisher was last checked on September 5, 2024.

Correction Deadline: 8/31/2025

591-1-1-.29 Required Reporting Met

Comment
Discussed reporting requirements.

Safety

591-1-1-.05 Animals	Met
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Comment

Animals maintained clean and appropriately caged.

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

Age-appropriate discussion and/or redirection observed.

591-1-1-.13 Field Trips(CR)	N/A
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Comment

Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR)	N/A
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Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Please ensure that cribs/cots are labeled for individual use.

Staff Records

Records Reviewed: 9

Records with Missing/Incomplete Components: 8
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Staff # 1	Not Met
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Date of Hire: 09/08/2022

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training,.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 2	Not Met
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Date of Hire: 08/25/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 3	Not Met
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Date of Hire: 06/30/2025

Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 4	Not Met
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Date of Hire: 10/15/2020

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training,.31(2)(b)2.-Staff Qualifications-Education Missing

Staff # 6	Not Met
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Date of Hire: 10/20/2020

"Missing/Incomplete Components"

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

Staff # 7	Not Met
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Records Reviewed: 9

Date of Hire: 08/20/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 8

Not Met

Date of Hire: 10/01/2020

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 9

Not Met

Date of Hire: 02/19/2019

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training,.09-Criminal Records Check Missing

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)**Not Met****Finding**

591-1-1-.09(1)(b) requires the Center to ensure that every Director 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 Director 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 review of records that staff #9 with a hire date of February 19, 2019 who is listed as the director was observed interacting with children without a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present as their Comprehensive Records Check was expired.

Correction Deadline: 8/26/2025**Finding**

591-1-1-.09(1)(I)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on review of records that staff #9 with a hire date of February 19, 2019 who is listed as the director was observed interacting with children without a new Comprehensive Records Check Determination as their Comprehensive Records Check was expired.

Correction Deadline: 8/26/2025

Comment

Criminal records checks were observed to be complete.

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

591-1-1-.14(1)(a) - Discussed that effective July 1, 2025, new staff are required to obtain pediatric First Aid and pediatric CPR training within 45 days of employment. It was further discussed that programs must have at least one person with current pediatric First Aid and pediatric CPR training in each classroom at all times.

Correction Deadline: 9/25/2025

Finding

591-1-1-.14(2)(a) requires that when any child is present on the premises, at least fifty percent (50%) of the caregiver staff present shall be trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. It was determined based on review of records that less than 50 percent of staff had pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid training. Consultant observed two staff members with current CPR and three staff members with expired CPR, all other staff are new employees.

Correction Deadline: 9/25/2025

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 review of records that there was no file available for review for staff #8.

Correction Deadline: 8/31/2025

Finding

.24(2) requires Personnel files to also contain daily attendance records or other employee payroll records for the Employee for the preceding six (6) month period which may be stored away from the Center provided that the Center notifies the Department of its intention to store these records off-site, provides the Department with the name, address and phone number of the custodian of these records and allows the Department, at its discretion, to have access to these records at the custodian's location immediately or access at the Center within seven (7) business days of a Department representative's request. The Department may, at its discretion, accept photocopies of the requested records which are provided within seven (7) business days of the Department representative's request for the same; It was determined based on a follow up from an investigation and observation that the personnel daily attendance were not available for review. Per the director, the staff electrically signs in and out, and the system is down. The Director was not able to provide the consultant with a paper copy of attendance records when requested.

Correction Deadline: 9/4/2025

Recited on 8/26/2025

591-1-1-.33 Staff Training

Not Met

Finding

591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined based on review of records that there was no evidence of an initial orientation conducted for staff #2, #3, and #7.

Correction Deadline: 8/26/2025

Technical Assistance

591-1-1-.33(4) - Consultant discussed with the provider to ensure that person(s) with primary responsibility for food preparation will obtain four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage.

Correction Deadline: 9/25/2025

Finding

591-1-1-.33(5)(a) 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 offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on review of records that staff #1 had zero of ten annual required hours of training for 2024. 2024. Staff #4 had two of ten annual required hours of training for 2024. 2024. Staff #6 had one of ten annual required hours of training for 2024. Staff #9 had zero of ten annual required hours of training for 2024.

Correction Deadline: 9/25/2025

Technical Assistance

591-1-1-.33(5)(b)1. - New - Consultant discussed with the provider that effective July 1, 2025, all staff are required to obtain at least two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics as part of their 10 hours of annual.

Correction Deadline: 9/25/2025

591-1-1-.31 Staff(CR)**Not Met****Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on review of records that staff #1, and #4, are listed as lead teachers did not meet minimum academic requirements. Consultant observed professional learning plans in one file that was not filled out completely as there was no name of a state approved trainer or a College/ University.

Correction Deadline: 8/26/2025

Recited on 8/26/2025

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

Center observed to maintain appropriate staff:child ratios.

Comment

Adequate supervision observed on this date.