

**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.dec.state.ga.us

(Cover Sheet)**Date:** 10/2/2025**VisitType:** EX-CAPS Monitoring
Follow-Up**Arrival:** 3:00PM**Departure:** 3:40PM**EX-42714 EXMT-12501 EX-1 - Government
Cobb County District ASP – Dowell Elementary
School**2121 West Sandtown Road, Marietta GA 30064
Cobb County**Mailing Address****Exemption Unit Consultant**

Nilia Lalin

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Joint with:

Compliance Zone Designation			Prevention Action Category	Intermediate Action Category	Dismissal Action Category
10/2/2025	EX-CAPS Monitoring Follow-Up	Prevention	Prevention Level 1 (P1)	Intermediate Level 1 (I1)	Dismissal (D)
			Technical Assistance	Corrective Action Plan	Dismissal
				Office Conference	Disqualification
			Prevention Level 2 (P2)	Intermediate Level 2 (I2)	
			Citation	Fine (Level 1 or 2)	
			Plan of Improvement		
			Prevention Level 3 (P3)	Intermediate Level 3 (I3)	

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
2015		0	0	Y	
Cafeteria	, Fives, Six and older	10	87	Y	
Gym		0	0	Y	
Hallway		0	0	Y	
Media Center		0	0	Y	
Outdoor Area		0	0	Y	
Playground 1		0	0	Y	
Playground 2		0	0	Y	

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 10

#Children Count: 87

Comments:

Please refer to the Exemption page of the website, <https://www.decal.ga.gov/CCS/Exemptions.aspx> for information regarding 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

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 user id 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 standard number(s) that you are refuting, add the reason for disagreement regarding the standard 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.

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The following information is associated with a EX-CAPS-Monitoring FollowUp:**Exemptions****EX-HS-.X Exemption Requirements****Not Met****Finding**

EX-HS-.X(2) requires the program to obtain written documentation that the parent or guardian understands that the program is not licensed and is not required to be licensed by the state. It was determined based on review of records that parents did not sign a form indicating that they have been informed and understand that the program is not licensed and is not required to be licensed by the state.

POI (Plan of Improvement)

The Program will obtain and maintain written documentation that the parent or guardian understands that the Program is not licensed and it not required to be licensed by the state.

Correction Deadline: 10/2/2025**Recited on 10/2/2025****Facility****EX-HS-.L Physical Plant(CS)****Not Met****Finding**

EX-HS-.L(2) requires the program to be in compliance with applicable laws and regulations issued by the state fire marshal, the proper local fire marshal, or state inspector, including a certificate of occupancy if required prior to receiving any children for care. It was determined based on review of records that the program did not submit for review a fire inspection from the fire marshal completed within the last 12 months.

POI (Plan of Improvement)

The program will obtain appropriate approvals and is in compliance with applicable laws and regulations by the state fire marshal, proper local fire marshal, or state inspector, including a certificate of occupancy.

Correction Deadline: 10/2/2025**Recited on 10/2/2025****Policies and Procedures****EX-HS-.J Operational Policies & Procedures****Met****Correction Deadline: 10/2/2025****Corrected on 10/2/2025**

EX-HS-.J(2) - The previous citation was corrected. The program submitted completed fire drill documentation.

Staff Records

Staff # 1	Not Met
Date of Hire: 10/14/2019	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing,EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 2	Not Met
Date of Hire: 08/05/2024	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-Phone Number Missing,EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.P(3)-Health and Safety Training	
Staff # 3	Not Met
Date of Hire: 09/02/2024	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 4	Not Met
Date of Hire: 10/15/2020	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing	
Staff # 5	Not Met
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-No Record,EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 6	Not Met
Date of Hire: 08/01/2023	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing,EX-HS-.P(4)-Annual Training 10 Hours	
Staff # 7	Not Met
Date of Hire: 08/01/1965	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-Phone Number Missing	
Staff # 8	Not Met
Date of Hire: 08/01/2024	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.K(1)-No Record	
Staff # 9	Not Met
Date of Hire: 11/17/2021	
<u>"Missing/Incomplete Components"</u>	
EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-No Record	

Staff # 10

Not Met

Date of Hire: 08/01/2017

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing

Staff # 11

Not Met

Date of Hire: 07/28/2022

"Missing/Incomplete Components"

EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 12

Not Met

Date of Hire: 08/01/2022

"Missing/Incomplete Components"

EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing

Staff # 13

Not Met

Date of Hire: 01/12/2023

"Missing/Incomplete Components"

EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 14

Not Met

Date of Hire: 08/07/2023

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-Phone Number Missing,EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing

Staff # 15

Not Met

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.K(1)-Address Missing,EX-HS-.K(1)-DOB Missing,EX-HS-.K(1)-Phone Number Missing

EX-HS-.D Criminal Records and Comprehensive Background Checks(CS)**Met****Corrected on 10/2/2025****EX-HS-.D(1) - This citation was corrected. Comprehensive satisfactory Criminal Records check were observed for all staff members.****EX-HS-.G First Aid & CPR(CS)****Met****Corrected on 10/2/2025****EX-HS-.G(2)(a-d) - The previous citation was corrected. Staff obtained pediatric first aid and CPR.****EX-HS-.K Personnel Records****Met****Correction Deadline: 10/2/2025****Corrected on 10/2/2025****EX-HS-.K(1)(a-c) - Previous citation corrected. The program created a file that contained identifying information for each staff member.****EX-HS-.P Staff Training****Not Met**

Finding

EX-HS.P(1) requires that prior to assignment to children or tasks, all employees (i.e., volunteers, students-in-training, independent contractors, etc.) and provisional employees must receive initial center program orientation. It was determined based on review of records that three out of 15 employees did not complete the initial program orientation.

POI (Plan of Improvement)

The Program will develop and provide orientation for all new Staff prior to their assignment to children or task.

Correction Deadline: 10/2/2025

Recited on 10/2/2025

Finding

EX-HS-.P(3)(a-k) requires each staff member with direct care responsibilities to complete health and safety training and Health and Safety Orientation training. Each staff member with direct care responsibilities shall 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:

- (a) prevention and control of infectious diseases (including immunization)
- (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;
- (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 documentation that three out of 15 staff members did not complete the 10 hours health and safety training within 90 days of employment.

POI (Plan of Improvement)

The program will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

Correction Deadline: 10/2/2025

Recited on 10/2/2025

Finding

EX-HS-P(4)(a-b) requires, staff complete annual training (a) Every calendar year after the first year of employment, the Provider, 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).

It was determined based on review of records that 12 out of 15 employees did not complete 10 hours of ongoing training.

POI (Plan of Improvement)

The program will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 10/2/2025

Recited on 10/2/2025