

**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:** 2/12/2026 **VisitType:** EX-CAPS-Monitoring**Arrival:** 1:50PM**Departure:** 4:50PM**EX-58074 EXMT-20963 EX-1 - Government  
DuBois Integrity Academy Inc.**

749 Main St, Riverdale GA 30274 Clayton County

**Mailing Address****Exemption Unit Consultant**

Keia Cole

Phone: (678) 717-5146

Fax: (770) 342-7801

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Joint with:

| <b>Compliance Zone Designation</b> |                    |            | <b>Prevention Action Category</b> | <b>Intermediate Action Category</b> | <b>Dismissal Action Category</b> |
|------------------------------------|--------------------|------------|-----------------------------------|-------------------------------------|----------------------------------|
| 2/12/2026                          | EX-CAPS-Monitoring | Prevention | <b>Prevention Level 1 (P1)</b>    | <b>Intermediate Level 1 (I1)</b>    | <b>Dismissal (D)</b>             |
|                                    |                    |            | Technical Assistance              | Corrective Action Plan              | Dismissal                        |
|                                    |                    |            |                                   | Office Conference                   | Disqualification                 |
|                                    |                    |            | <b>Prevention Level 2 (P2)</b>    | <b>Intermediate Level 2 (I2)</b>    |                                  |
|                                    |                    |            | Citation                          | Fine (Level 1 or 2)                 |                                  |
|                                    |                    |            | Plan of Improvement               |                                     |                                  |
|                                    |                    |            | <b>Prevention Level 3 (P3)</b>    | <b>Intermediate Level 3 (I3)</b>    |                                  |

| <b>Room Description</b> | <b>Age Groups</b> | <b>Staff Count</b> | <b>Children Count</b> | <b>State Ratio Met</b> | <b>Notes</b> |
|-------------------------|-------------------|--------------------|-----------------------|------------------------|--------------|
| Media Center            |                   | 0                  | 0                     | Y                      |              |
| Multi Purpose Room      |                   | 0                  | 0                     | Y                      |              |
| Room 203                |                   | 0                  | 0                     | Y                      |              |
| Room 204                |                   | 0                  | 0                     | Y                      |              |
| Room 205                |                   | 0                  | 0                     | Y                      |              |
| Room 402                | , Six and older   | 2                  | 18                    | Y                      |              |
| Room 403                | , Six and older   | 2                  | 27                    | Y                      |              |
| Room 411                |                   | 0                  | 0                     | Y                      |              |

Group Sizes Met? Y

Total # Non-Care Staff Present: 0

#Staff Count: 4

#Children Count: 45

**Comments:**

The child care program is in compliance with the approved exemption category.

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

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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](http://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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**(Summary Report)****Date:** 2/12/2026 **VisitType:** EX-CAPS-Monitoring**Arrival:** 1:50PM**Departure:** 4:50PM**EX-58074 EXMT-20963 EX-1 - Government  
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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 - The equipment and furniture observed to be properly used, secured and did not pose a hazard.

**EX-HS-.Q Swimming Pools & Water-related Activities(CS)****N/A****Comment**

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

**Children's Records****EX-HS-.C Children's Records****Technical Assistance****Technical Assistance**

EX-HS-.C(2) - requires Program Staff to maintain a file for each child that includes evidence of age-appropriate immunizations or a signed affidavit against such immunizations for each child enrolled in the Program on a form approved by the Department, and to allow no child to continue enrollment in the Program for more than thirty (30) days without such evidence. It was discussed with the Director on this date to obtain and maintain immunization certificates for all CAPS scholars.

**Exemptions****EX-HS-.X Exemption Requirements****Met****Comment**

EX-HS-.X - Program operating as approved.

**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(CS)****Met****Comment**

EX-HS-.L - Please be mindful to keep items that pose a hazard inaccessible to children.

**Comment**

EX-HS-.M - No playground provided.

**Health and Hygiene****EX-HS-.U Diapering Areas & Practices(CS)**

N/A

**Comment**

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

**EX-HS-.H Hygiene**

Not Evaluated

**Comment**

EX-HS-.H - Children and staff hand washing was not observed during the visit on this date. The Director was reminded to have the children wash hands during transitions, before eating, and after toileting.

**EX-HS-.I Medications(CS)**

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 Director on this date to ensure all sections (a-i) of the standards are added to the Program's policies and procedures.

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

Met

**Comment**

EX-HS-.T - The program has not had any incidents that required reporting.

**Safety****EX-HS-.E Discipline(CS)**

Met

**Comment**

EX-HS-.E - Staff were observed to maintain an age appropriate learning environment on this date.

**EX-HS-.R Transportation(CS)**

N/A

**Comment**

EX-HS-.R - No transportation provided.

**Sleeping & Resting Equipment**

**Comment**

EX-HS-.V - No infants are enrolled. No safe sleep policies are necessary.

**Staff Records****Records Reviewed: 7****Records with Missing/Incomplete Components: 7**

Staff # 1

Not Met

Date of Hire: 08/01/2015

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours

Staff # 2

Not Met

Date of Hire: 12/08/2023

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 3

Not Met

Date of Hire: 09/11/2019

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 4

Not Met

Date of Hire: 07/30/2024

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training

Staff # 5

Not Met

Date of Hire: 07/21/2025

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training

Staff # 6

Not Met

Date of Hire: 08/05/2025

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training

Staff # 7

Not Met

Date of Hire: 09/03/2025

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training

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

EX-HS-.D - Observed evidence of Criminal records check.

**Finding**

EX-HS.G(2)(a-d), requires (a) 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. (b) 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. (c) During any field trip or transportation of children, there must always be a staff member present who has current evidence of the successful completion of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. (d) the Program 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 two out of seven staff members did not have evidence of pediatric CPR and first aid training.

**POI (Plan of Improvement)**

The Program will ensure that at least (50%) of staff are trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. The Program will ensure that during any field trip or transportation of children, there must always be a staff member who is present with current evidence of pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. The Program will obtain and maintain all certificates in the staff members' file. A follow-up will be completed during the next monitoring visit for re-evaluation

**Correction Deadline: 2/26/2026**

**EX-HS-.K Personnel Records****Technical Assistance****Technical Assistance**

EX-HS-.K(1)(a-c) - requires the Program to maintain a personnel file on all Staff for the duration of the term of employment plus one calendar year, and shall contain the following: (a) identifying information to include: name, date of birth, current address and current telephone number; (b) evidence of all training required by these standards which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; (c) verification of a satisfactory criminal backgrounds check. It was recommended to the Director on this date to develop a binder for staff personnel information. This binder would contain employment applications, completed training certificates, criminal background check determination letters, and copies of completed pediatric CPR and first aid certificate verification.

**EX-HS-.N Staff Requirements****Met****Comment**

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

**EX-HS-.P Staff Training****Not Met****Finding**

EX-HS-.P(2)(a-l) requires the initial orientation to include the following subjects: (a) the program's policies and procedures; (b) the portions of these rules dealing with the care, health and safety of children; (c) the staff member's assigned duties and responsibilities; (d) reporting requirements for suspected cases of child abuse, neglect or deprivation; communicable diseases and serious injuries; (e) Emergency weather plans; and the program's emergency preparedness plan; (f) childhood injury control; (g) the administered of medicine; (h) reducing the risk of Sudden Unexpected Infant Death (SUID), which includes Sudden Infant Death Syndrome (SIDS); (i) hand washing; (j) Fire safety; (k) water safety; and (l) prevention of HIV/Aids and blood borne pathogens. It was determined based on review of records that one out of seven staff members were missing the completion of the initial orientation training.

**POI (Plan of Improvement)**

The Program will provide orientation in all missing subjects to the employee(s) and will take steps to provide a complete orientation to new Employees in the future. A follow-up will be completed during the next monitoring visit for re-evaluation.

**Correction Deadline: 2/23/2026**

**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 six out of seven 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. A follow-up will be completed during the next monitoring visit for re-evaluation.

**Correction Deadline: 2/26/2026**

**Finding**

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). It was determined based on review of records that four out of four staff members did not have evidence of 10 additional hours of child-related task-focused training, including the two hours of language literacy 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. A follow-up will be completed during the next monitoring visit for re-evaluation.

**Correction Deadline: 2/26/2026**

**Staffing and Supervision**

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

**Met**

**Comment**

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