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: 2/18/2026 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 9:00 AM **Departure:** 2:30 PM

CCLC-66114
Growing & Glowing Academy
9633 B Highway 5 Douglasville, GA 30135 Douglas County
(678) 337-8297

Regional Consultant
Kara Williams
Phone: ()
Fax:
kara.williams@decal.ga.gov

Mailing Address
Same

Quality Rated: ★

Compliance Zone Designation		
02/18/2026	Complaint Investigation & Licensing Study	Good Standing
08/15/2025	Complaint Closure	Good Standing
08/07/2025	Complaint Investigation & Monitoring Visit	Good Standing

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.

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 Building	Room A- 1st R-@'s	Two Year Olds	2	10	C	14	C	NA	NA	Circle Time
Main Building	Room B-2nd R-1's	One Year Olds	1	8	C	16	C	NA	NA	Free Play
Main Building	Room C-3rd L-Infants	Infants	1	2	C	12	C	NA	NA	Floor Play
Main Building	Room D-Back-Afterschool	Three Year Olds and Four Year Olds	1	15	C	26	C	NA	NA	Transitioning,Centers
Main Building	Room E-1st R-3's	Four Year Olds and Six Year Olds and Over	1	11	C	30	C	NA	NA	Centers
		Total Capacity @35 sq. ft.: 98			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 46		Total Capacity @35 sq. ft.: 98			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main Building	Back Playground	69	C
Main Building	Front Left	14	C
Main Building	Middle Playground	24	C

Enrolled Children

Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
3	11	16	26	15	0	1

Comments
Discussed compliance with State rules and regulations to support ongoing health and safety of children in care.

Plan of Improvement: Developed This Date

CCLC Indicator Manual

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.decal.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.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

You have received permission to operate and the form received with this report is intended to serve as a temporary license which is **valid for thirty(30) days**. Your actual license/ will be emailed to you upon receipt of the licensing fee. You may pay the licensing fee either online at http://www.decal.ga.gov/ or by certified check or money order mailed to: Bright from the Start, 2 Martin Luther King Jr. Drive SE, Suite 670 East Tower, Atlanta, GA 30334

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@decal.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 Visit:

Activities and Equipment

591-1-1-.03 Activities **Met**

Comment
Lesson Plans were observed to be posted and reflected the current weeks activities in each classroom.

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.

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**

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-1st R-@'s- The sink cabinet was left unlocked leaving glass cleaner, surface sanitizer, soap water, and two bottles of unlabeled cleaners accessible to children. Additionally, empty plastic bags were left hanging from the bathroom door and a plunger was left accessible to children in the bathroom.
Room E-1st R-3's- A stapler was left in a cubby with a empty plastic bag, and a toilet bowl brush was left accessible to children in the bathroom. Additionally, a Staff purse and mini book bag were left accessible to children.

POI (Plan of Improvement)
The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 2/18/2026

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

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 climbing equipment on the middle and back playground only had a two inch artificial turf under the climbing equipment when six inches was needed for equipment over five feet.

POI (Plan of Improvement)
The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency. Center will not use climbing equipment until corrections can be assessed and determined. Center had contractor scheduled to replace turf.

Correction Deadline: 4/30/2026

Recited on 2/18/2026

Food Service

591-1-1-.15 Food Service & Nutrition **Met**

Comment
Center menu meets USDA guidelines.

591-1-1-.18 Kitchen Operations **Met**

Comment
Kitchen appears clean and well organized on this date.

Health and Hygiene

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

Comment
Staff stated proper knowledge of diapering procedures.

Technical Assistance
591-1-1-.10(4) - Discussed with the Director to ensure all diapering surfaces had a smooth, nonporous, and equipped with a guard or rails to prevent falls.

Correction Deadline: 2/18/2026

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

Comment
Please ensure lids remain on trash containing organic waste.

Comment
Staff were observed to remind children to wash hands on this date.

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

Comment
The Provider currently does not dispense/administer medication.

Safety

591-1-1-.05 Animals **N/A**

Comment
Center does not keep animals on premises.

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

Comment
Please be mindful of voice tone in redirecting children.

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

Comment
Center does not participate in field trips at this time.

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

Comment
Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Comment
Discussed SIDS and infant sleeping position.

Comment
Pleasant naptime environment observed.

Staff Records

Records Reviewed: 18 **Records with Missing/Incomplete Components: 11**

Staff # 4 Not Met

Date of Hire: 08/11/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 5 Not Met

Date of Hire: 10/03/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 9 Not Met

Date of Hire: 01/16/2026 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 11 Not Met

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 12 Not Met

Date of Hire: 11/17/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing,.14(2)-CPR missing,.14(2)-First Aid Missing,.33(5)-10 Hrs. Annual Training

Staff # 13 Not Met

Date of Hire: 01/19/2026 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 14 Not Met

Date of Hire: 08/27/2025

"Missing/Incomplete Components"

.24(1)-No Record,.14(2)-CPR missing,.14(2)-First Aid Missing,.09-Criminal Records Check Missing

Staff # 15 Not Met

Date of Hire: 10/10/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing,.33(4)-Food Prep Training Missing 4 hrs.

Staff # 16 Not Met

"Missing/Incomplete Components"

.24(1)-No Record

Staff # 18 Not Met

Date of Hire: 12/14/2025 Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing,.14(2)-CPR missing,.14(2)-First Aid Missing

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

Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that Staff #14 did not submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review state rules and reguyaltions to ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will keep a ;log of Staff CBC recordsd to ensure the CRC rules are maintained.

Correction Deadline: 2/18/2026

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee 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 Employee 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 a review of records that Staff #14 did not have 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.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will abide by State rules and regulations to ensure that every Employee 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 Employee 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. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will keep a log on Staff CBC dates to ensure the CRC rules are maintained.

Correction Deadline: 2/18/2026

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

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 a review of records that four Staff members; Staff #11, Staff #12, Staff #14, and Staff #18 were present in the classroom with no Valid pediatric CPR and First Aid training certificate on file.

POI (Plan of Improvement)
The Director will schedule and/or position caregiver Staff throughout the Center to ensure at least one currently pediatric CPR and First Aid trained Staff person is present in each classroom where children are present.

Correction Deadline: 2/18/2026

591-1-1-.33 Staff Training **Not Met**

Finding
591-1-1-.33(2)(a)-(n) requires the initial Center orientation to include the following subjects: a) the Center's policies and procedures; b) the portions of these rules dealing with the care, health and safety of children; c) the Staff person's assigned duties and responsibilities; d) reporting requirements for suspected cases of child abuse, neglect or deprivation; e) communicable diseases and serious injuries; f) emergency weather plans; g) the program's emergency preparedness plan; h) childhood injury control; i) the administration of medicine; j) reducing the risk of Sudden Unexpected Infant Death (SUID), which includes Sudden Infant Death Syndrome (SIDS); k) hand washing; l) fire safety; m) water safety; and n) prevention of HIV/AIDS and blood borne pathogens. It was determined based on a review of records that 11 Staff members did not have evidence of orientation on file.

POI (Plan of Improvement)
The Center 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.

Correction Deadline: 2/19/2026

Finding
591-1-1-.33(4) requires within the first year of employment, the Director and person with primary responsibility for food preparation shall have four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage. It was determined based on a review of records that Staff #15 did not have four clock hours of training in food nutrition planning, preparation, serving, proper dish washing and food storage on file.

POI (Plan of Improvement)
The Center will schedule food preparation training, as required, and follow up to ensure the training is completed.

Correction Deadline: 3/20/2026

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 a review of records that Staff #11 and Staff #12 did not have ten (10) clock hours of diverse annual training for 2025 on file.

POI (Plan of Improvement)
The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 3/20/2026

591-1-1-.31 Staff(CR) **Technical Assistance**

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

Technical Assistance
591-1-1-.31(2)(c) - Discussed with t he Director to ensure that each open classroom had a lead Staff with a qualifying credential listed.

Correction Deadline: 2/18/2026

Staffing and Supervision

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

Comment
Center observed to maintain appropriate staff:child ratios.

591-1-1-.32 Supervision(CR) **Met**

Comment
Adequate supervision observed on this date.