



**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:** 1/26/2026 **VisitType:** Monitoring Visit

**Arrival:** 11:25 AM **Departure:** 1:15 PM

**CCLC-33780**  
**Glad Tidings Academy**  
16603 US Hwy 19 N Thomasville, GA 31792 Thomas County  
(229) 236-6005

Regional Consultant  
Angela Williams-Jackson  
Phone: (404) 710-3984  
Fax: (678) 717-5765  
angela.williams-jackson@dec.al.ga.gov

**Mailing Address**  
Same

**Quality Rated:** ★ ★

| Compliance Zone Designation |                  |               | <b>Compliance Zone Designation</b> - 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.<br><br><b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.<br><b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.<br><b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules. |
|-----------------------------|------------------|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01/26/2026                  | Monitoring Visit | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 09/02/2025                  | Licensing Study  | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 03/04/2025                  | Monitoring Visit | 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                      |
|---------------------------------|-------------|------------------------------------|---------------------------------|----------|-------------------------------|-------------------------------|--------------|------------|--------------|----------------------------|
| One Bldg.                       | A           | Infants                            | 2                               | 5        | C                             | 14                            | C            | NA         | NA           | Floor Play, Nap, Diapering |
| One Bldg.                       | B           | Three Year Olds and Four Year Olds | 3                               | 21       | C                             | 24                            | C            | NA         | NA           | Music                      |
| One Bldg.                       | Back D      | Two Year Olds                      | 2                               | 8        | C                             | 13                            | C            | NA         | NA           | Lunch                      |
| One Bldg.                       | C           |                                    | 0                               | 0        | C                             | 20                            | C            | NA         | NA           |                            |
| One Bldg.                       | Classroom G | Two Year Olds and Three Year Olds  | 1                               | 8        | C                             | 10                            | C            | NA         | NA           | Lunch                      |
| One Bldg.                       | Classroom H | Two Year Olds and Three Year Olds  | 2                               | 7        | C                             | 12                            | C            | NA         | NA           | Lunch                      |
| One Bldg.                       | E           | One Year Olds                      | 1                               | 5        | C                             | 10                            | C            | NA         | NA           | Lunch                      |
| One Bldg.                       | F           |                                    | 0                               | 0        | C                             | 10                            | C            | NA         | NA           |                            |
| One Bldg.                       | Front D     | One Year Olds and Two Year Olds    | 2                               | 6        | C                             | 11                            | C            | NA         | NA           | Lunch                      |
| One Bldg.                       | Sanctuary   |                                    | 0                               | 0        | C                             | 54                            | C            | NA         | NA           |                            |
| Total Capacity @35 sq. ft.: 178 |             |                                    |                                 |          | Total Capacity @25 sq. ft.: 0 |                               |              |            |              |                            |
| Total # Children this Date: 60  |             |                                    | Total Capacity @35 sq. ft.: 178 |          |                               | Total Capacity @25 sq. ft.: 0 |              |            |              |                            |

| Building  | Playground                  | Playground<br>Occupancy | Playground<br>Compliance |
|-----------|-----------------------------|-------------------------|--------------------------|
| One Bldg. | Playground A-Infant         | 16                      | C                        |
| One Bldg. | Playground B-Lg.<br>Plgr.   | 20                      | C                        |
| One Bldg. | Playground C School-<br>age | 41                      | C                        |

| Enrolled Children |         |         |         |         |                    |                   |
|-------------------|---------|---------|---------|---------|--------------------|-------------------|
| Under 1 years     | 1 years | 2 years | 3 years | 4 years | 5 years (Prekonly) | 5 years and older |
| 10                | 12      | 15      | 23      | 18      | 71                 | 40                |

#### Comments

TA, a repeat citation, and citations were left with the Center on this date.

Plan of Improvement: Developed This Date

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

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](http://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](mailto:qualityrated@dec.al.ga.gov) for more information. Free technical assistance is available!**



**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

**Summary Report**

**Date:** 1/26/2026 **VisitType:** Monitoring Visit

**Arrival:** 11:25 AM **Departure:** 1:15 PM

**CCLC-33780**

**Glad Tidings Academy**

16603 US Hwy 19 N Thomasville, GA 31792 Thomas County  
(229) 236-6005

Regional Consultant

Angela Williams-Jackson

Phone: (404) 710-3984

Fax: (678) 717-5765

angela.williams-jackson@decal.ga.gov

**Mailing Address**

Same

The following information is associated with a Monitoring Visit:

**Activities and Equipment**

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

**Technical Assistance**

**Technical Assistance**

The Consultant discussed with the Director to ensure the black cozy chair in Front D is maintained.

**Correction Deadline: 1/26/2026**

**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 the center on this date.

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

**Met**

**Comment**

No hazards observed accessible to children on this date.

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

**Not Met**

**Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute.

**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 there was an one inch of standing water on playground C School age near the back left and right corner that posed a safety hazard to children.

**POI (Plan of Improvement)**

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 1/26/2026**

**Health and Hygiene**

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

Proper diapering procedures observed.

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

Proper hand washing observed throughout the center on this date.

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

The Provider currently does not dispense or administer medication.

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

Age-appropriate discussion and redirection observed.

**591-1-1-.36 Transportation(CR)****Not Met****Comment**

A current and completed inspection was observed for the vehicle with license plate number RNJ1018 used in transporting children this date. The vehicle with license plate numbers GPB413 was not in use on this date.

**Comment**

The vehicle had an approved fire extinguisher and first aid kit on this date.

**Finding**

591-1-1-.36(7)(c)3. requires that the driver or other designated person document in writing the date and time of arrival and departure each time the vehicle departs from the Center, is loaded or unloaded at each school and when the vehicle returns to the Center; each time the vehicle departs from the Center, arrives at the location where any child is picked up or dropped off and when the vehicle returns to the Center; each time the vehicle leaves the Center, arrives at a field trip destination, leaves a field trip destination, and returns to the Center. It was determined based on a review of records that the transportation checklist for the week of January 12, 2026, through January 16, 2026, and January 19, 2026, through January 23, 2026, did not have the dates documented for the return and departure times as required.

**POI (Plan of Improvement)**

The Center will ensure that each date and time of arrival and departure is documented by the driver or designated person with training, review and monitoring.

**Correction Deadline: 1/27/2026****Sleeping & Resting Equipment****591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Finding**

591-1-1-.30(2)(c) requires that infants shall not sleep in equipment other than safety-approved cribs, such as, but not limited to, a car safety seat, bouncy seat, highchair, or swing. Infants who arrive at the Center asleep or fall asleep in such equipment, on the floor or elsewhere, shall be transferred to a safety-approved crib. It was determined based on observation that there was an infant in One Bldg. A classroom sleeping in a swing that posed an upper airway obstruction and oxygen desaturation hazard.

**POI (Plan of Improvement)**

The Center will only place infants in safe cribs to sleep and will transfer them to a safe crib when the infants are asleep in other equipment.

**Correction Deadline: 1/26/2026****Recited on 1/26/2026****Staff Records****Records Reviewed: 22****Records with Missing/Incomplete Components: 3**

Staff # 5

Not Met

Date of Hire: 01/15/2026

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 7

Not Met

Date of Hire: 10/01/2025

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 19

Not Met

Date of Hire: 01/21/2026

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

---

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

**Met**

**Comment**

Director provided five files for employees hired since the last visit.

---

**591-1-1-.14 First Aid & CPR(CR)**

**Met**

**Comment**

Evidence observed of 50% of center Staff certified in First Aid and CPR.

---

**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 a review of records that Staff #5, #7, and #19 did not have evidence of orientation on file as required.

**POI (Plan of Improvement)**

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

**Correction Deadline: 1/31/2026**

---

**591-1-1-.33 Staff Training**

**Defer**

**Correction Deadline: 10/2/2025**

**Corrected on 1/26/2026**

**The previous citation was observed corrected on this date. Staff files reviewed had health and safety orientation training on file.**

**Defer**

Evaluation of the previous citation was deferred on this date to the next regulatory visit.

**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: 10/2/2025**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**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)**

Not Met

**Finding**

591-1-1-.32(7) requires that children be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger. It was determined based on observation that in Front D there were two Staff standing up while five 1-year-olds and one 2-year-old were eating lunch posing a choking hazard.

**POI (Plan of Improvement)**

The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times.

**Correction Deadline: 1/26/2026**