**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

**(Cover Sheet)**

**Date:** 7/10/2025 **VisitType:** EX-CAPS-Monitoring **Arrival:** 10:45AM **Departure:** 2:15PM

**EX-45542 EXMT-11135 EX-7 - Day camp**
**Mt. Olive Community Outreach Center, Inc.**

1112 Inverness Road, Albany GA 31705 Dougherty County

**Mailing Address**

**Exemption Unit Consultant**

Rosalyn Elder

Phone: (404) 780-0868
Fax: (770) 232-1931
rosalyn.elder@decal.ga.gov

Joint with:

| Compliance Zone Designation | | |
|---|---|---|
| 7/10/2025 | EX-CAPS-Monitoring | Prevention |

| Prevention Action Category | IntermediateAction Category | Dismissal Action Category |
|---|---|---|
| **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 (Level1 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 |
|---|---|---|---|---|---|
| 1st Grade Class | | 0 | 0 | Y | |
| 2nd Grade Class | | 0 | 0 | Y | |
| 2nd Grade Class | | 0 | 0 | Y | |
| 3rd Grade Class | | 0 | 0 | Y | |
| 4th Grade Class | | 0 | 0 | Y | |
| 5th Grade Class | | 0 | 0 | Y | |
| 6th Grade Class | | 0 | 0 | Y | |
| Cosmetology Classroom | | 0 | 0 | Y | |
| Kindergarten Class | | 0 | 0 | Y | |
| Step & Drill Class | | 0 | 0 | Y | |

Group Sizes Met? Y Total # Non-Care Staff Present: 0 #Staff Count: 0 #Children Count: 0

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 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)**

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Joint with:

**The following information is associated with a EX-CAPS-Monitoring:**

## Activities and Equipment

**EX-HS-.A** **Met**

**Comment**
Activities observed to be appropriate and safe.

**EX-HS-.F** **Met**

**Comment**
Equipment Observed Secured

**EX-HS-.Q Swimming Pools & Water-related Activities (CS)** **Met**

**Comment**
Swimming Provided off Site

## Children's Records

**EX-HS-.C Children's Records (NCP)** **Met**

**Comment**
Observed children's files as required.

## Exemptions

**EX-HS-.X Exemption Requirements (NCP)** **Met**

**Comment**
Program operating as approved.

## Facility

**EX-HS-.B** **Met**

**Comment**
Bathrooms located on each floor in or adjacent to child care areas and rooms.

**EX-HS-.L Physical Plant (CS)** **Met**

**Comment**
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 a review of records, the program is in compliance and obtained a fire inspection July 29, 2024.

**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.

**Comment**
Observation-Program Clean/Well Maintained

**EX-HS-.M Playgrounds (CS)** **N/A**

**Comment**
No Playground

## Health and Hygiene

**EX-HS-.U Diapering Areas & Practices (CS)** **N/A**

**Comment**
No diapered children enrolled

**EX-HS-.H Hygiene (NCP)** **Met**

**Comment**
Hand washing not observed - hand washing discussed

**EX-HS-.I Medications (CS)** **N/A**

**Comment**
Medication not dispensed

## Policies and Procedures

**EX-HS-.J Operational Policies & Procedures (NCP)** **Technical Assistance**

**Technical Assistance**
EX-HS-.J(2) requires programs to conduct drills for fire, tornado, 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; to have in place procedures for evacuation, relocation, shelter-in-place, lock-down, 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 program shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of documents and through discussion, the Program has not conducted any drills as of this date.

**POI (Plan of Improvement)**
The program will conduct the drills as required and maintain the documentation of the drills on file for two years.

**EX-HS-.T Required Reporting (NCP)** **Met**

**Comment**
No incidents/injuries requiring reporting

## Safety

**EX-HS-.S** **Met**

**Comment**
EX-HS-.S(1) requires Program Staff to obtain written permission from Parents in advance of the child's participation in any field trip and such permission must be signed and dated by a Parent. It was determined based on a review of records, the program does ensure a written permission form is signed and dated by the Parent.

**POI (Plan of Improvement)**
The program will have and use a system to obtain written parental permission in advance of the child's field trip participation and ensure the permission is signed and dated by the responsible person.

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

**Comment**
Observed-Discussion/Redirection

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

**Comment**
Documentation discussed

## Sleeping & Resting Equipment

**EX-HS-.V Safe Sleeping and Resting Requirements (CS)** **N/A**

**Comment**
No safe sleep policies necessary

## Staff Records

**Records Reviewed: 21** **Records with Missing/Incomplete Components: 17**

Staff # 1 Not Met

"Missing/Incomplete Components"

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

Staff # 2 Not Met

"Missing/Incomplete Components"

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

Staff # 3 Not Met

"Missing/Incomplete Components"

EX-HS-.D-Criminal Records Check Missing

Staff # 4 Not Met

"Missing/Incomplete Components"

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

Staff # 5 Not Met

"Missing/Incomplete Components"

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

Staff # 6 Not Met

"Missing/Incomplete Components"

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

Staff # 7 Not Met

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.D-Criminal Records Check Missing,EX-HS-.P(3)-Health and Safety Training

Staff # 8 Not Met

"Missing/Incomplete Components"

EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.P(3)-Health and Safety Training,EX-HS-.D-Criminal Records Check Missing

Staff # 9 Not Met

"Missing/Incomplete Components"

EX-HS-.P(3)-Health and Safety Training,EX-HS-.P(4)-Annual Training 10 Hours,EX-HS-.D-Criminal Records Check Missing

Staff # 10 Not Met

"Missing/Incomplete Components"

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

Staff # 12 Not Met

"Missing/Incomplete Components"

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

Staff # 13 Not Met

"Missing/Incomplete Components"

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

Staff # 17 Not Met

"Missing/Incomplete Components"

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

Staff # 18 Not Met

"Missing/Incomplete Components"

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

Staff # 19 Not Met

"Missing/Incomplete Components"

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

Staff # 20 Not Met

"Missing/Incomplete Components"

EX-HS-.D-Criminal Records Check Missing,EX-HS-.P(3)-Health and Safety Training,EX-HS-.P(4)-Annual Training 10 Hours

Staff # 21 Not Met

"Missing/Incomplete Components"

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

**EX-HS-.D Criminal Records and Comprehensive Background Checks (CS)** **Not Met**

**Finding**

EX-HS-.D(1) requires valid evidence of a satisfactory Fingerprint Records Check Determination be maintained at the Program for each employee and potential Director, Employee and Provisional Employee. It was determined based on a review of records, five of 19 employees have not completed their Criminal Records Checks through DECAL.

**POI (Plan of Improvement)**

The Program will ensure that every employee has a valid and current satisfactory Comprehensive Records Check Determination letter on file, and secured prior to being present at the program while any child is present for care, or before an individual age 17 or older.

**Correction Deadline: 7/15/2025**

**EX-HS-.G First Aid & CPR (NCP)** **Not Met**

**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, six of the staff members did complete CPR training however, none of the 21 employees have completed pediatric first aid.

**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.

**Correction Deadline: 7/31/2025**

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**EX-HS-.P Staff Training (NCP)** **Not Met**

**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).
(10) Documentation of Training. Evidence of orientation and training shall be documented and maintained in the personnel file and/or Georgia’s workforce registry and professional development system of each staff member, which shall be available to the department for inspection. Documentation shall include the title of the training courses, the dates, the number of hours of the courses, and the names of the trainers or sponsoring organizations. It was determined based on a review of records, six of 19 employees have completed the health and safety training. Two (2) of the staff members are within 90 days of their hire date.

**POI (Plan of Improvement)**
The program will plan and schedule the required health and safety training and will follow up to ensure it is completed.

**Correction Deadline: 7/31/2025**

**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).
(10) Documentation of Training. Evidence of orientation and training shall be documented and maintained in the personnel file and/or Georgia’s workforce registry and professional development system of each staff member, which shall be available to the department for inspection. Documentation shall include the title of the training courses, the dates, the number of hours of the courses, and the names of the trainers or sponsoring organizations. It was determined based on a review of records, three of 19 employees have completed the annual 10 hours of training. Two (2) of the staff members are within 90 days of their hire date.

**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: 7/31/2025**

## Staffing and Supervision

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

**Comment**
Observed-Appropriate Staff: Child Ratios