



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: 9/2/2021 **VisitType:** Monitoring Visit **Arrival:** 10:00 AM **Departure:** 12:00 PM

CCLC-47407

Reflections Learning Academy #2

4747 Old Cartersville Rd. Dallas, GA 30132 Paulding County
 (770) 505-8736 katrina078@aol.com

Regional Consultant

Jennifer Bailey

Phone: (770) 357-7024

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jennifer.bailey@dec.al.ga.gov

Joint with: Kedirile Magakgala

Mailing Address
 Same

Quality Rated: ★

Compliance Zone Designation			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.
09/02/2021	Monitoring Visit	Good Standing	
03/15/2021	Licensing Study	Good Standing	
10/29/2020	Incident Investigation Closure	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
Main	A- 1st Left - L hall	Infants	3	9	C	16	C	NA	NA	Floor Play,Nap
Main	B- 2nd Left - L hall		0	0	C	17	C	NA	NA	Not In Use
Main	C- 3rd Left - L Hall	One Year Olds	2	11	C	16	C	NA	NA	Diapering,Free Play
Main	D- 4th Left - L Hall	Two Year Olds	2	12	C	23	C	NA	NA	Art
Main	E- 1st Right - L Hall	PreK	2	21	C	22	C	30	C	Centers
Main	F- 1st Left - R Hall		0	0	C	16	C	NA	NA	Not In Use
Main	G- 2nd Left - R Hall		0	0	C	21	C	30	C	Not In Use
Main	H- 1st Right - R Hall	Three Year Olds	1	9	C	21	C	29	C	Centers
Main	I- 2nd Right - R Hall	PreK	2	21	C	22	C	30	C	Centers
Main	J- 3rd Right - R Hall	PreK	2	14	C	21	C	NA	NA	Circle Time
Main	K- Back middle	Four Year Olds	1	9	C	23	C	32	C	Outside
Total Capacity @35 sq. ft.: 218			Total Capacity @25 sq. ft.: 235							
Total # Children this Date: 106			Total Capacity @35 sq. ft.: 218			Total Capacity @25 sq. ft.: 235		Building @25 capacity limited by Fire Marshall Limitations		

Building	Playground	Playground Occupancy	Playground Compliance
Main	C-School Age	120	C
Main	Infant/Toddler	39	C
Main	Preschool	126	C

Comments

Background checks were all reviewed on September 1 and 2, 2021. A virtual inspection was conducted on September 2, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic.

A one day letter was left on this date.

Plan of Improvement: Developed This Date 09/02/2021

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.dec.al.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), e-mail the following information to CCSRefutations@dec.al.ga.gov.

- 1) Facility name, license number and visit date
- 2) Your name, title/relationship to the facility, e-mail address & up to two phone number(s) where you can be reached
- 3) Specific rule number(s) that you are refuting, along with your concerns or questions regarding the rule citation

Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date.

A sample form for submitting a refutation can be found at: <http://dec.al.ga.gov/ChildCareServices/RefutationInformation.aspx>

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 New Deadlines:

Your program must be Quality Rated by December 31, 2020 in order to continue to receive Childcare and Parent Services (CAPS).

Get started today! Sign up by completing a short online application: <https://qualityrated.decal.ga.gov/>
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or qualityrated@decal.ga.gov

Katrina Reid, Program Official

Date

Jennifer Bailey, Consultant

Date

Kedirile Magakgala, Consultant

Date



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Findings Report

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The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Met

Comment

A variety of equipment and toys were observed throughout the center.

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.

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

Met

Comment

Center appears clean and well maintained.

Comment

Please be mindful to keep items that pose a hazard inaccessible to children.

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

Met

Comment

Playground observed to be clean and in good repair.

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 and staff stated proper handwashing procedures.

591-1-1-.20 Medications(CR)**Met****Comment**

Documentation for medication dispensing observed complete.

Comment

Please document N/A or none if no adverse reaction is observed.

Safety**591-1-1-.11 Discipline(CR)****Technical Assistance****Technical Assistance**

591-1-1-.11(1) - Consultant discussed appropriate use of time out with the Director and Staff to ensure that children under two are provided redirection instead of time out.

Correction Deadline: 9/2/2021

591-1-1-.36 Transportation(CR)**Met****Comment**

A current/completed inspection was observed for two vehicles used in transporting children; vehicles RVA1392 and DWE990 were observed on site and in good repair on this date.

Comment

Consultant review transportation documentation. Consultant discussed first check signatures with the Director regarding transportation logs for vehicle DWE990 and ensuring that signatures are complete and legible.

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

Discussed SIDS and infant sleeping position.

Staff Records**Records Reviewed: 31****Records with Missing/Incomplete Components: 1**

Staff # 1

Met

Date of Hire: 07/29/2019

Staff # 2

Met

Date of Hire: 07/23/2021

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

Staff # 3

Met

Date of Hire: 08/02/2021

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

Staff # 4

Met

Date of Hire: 05/17/2021

Staff # 5	Met
Date of Hire: 08/01/2008	
Staff # 6	Met
Date of Hire: 06/04/2021	
Staff # 7	Met
Date of Hire: 08/10/2020	
Staff # 8	Met
Date of Hire: 05/09/2011	
Staff # 9	Met
Date of Hire: 09/28/2018	
Staff # 10	Met
Date of Hire: 03/21/2021	
Staff # 11	Met
Date of Hire: 07/26/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 12	Met
Date of Hire: 08/08/2019	
Staff # 13	Met
Date of Hire: 07/23/2019	
Staff # 14	Met
Date of Hire: 10/01/2019	
Staff # 15	Met
Date of Hire: 05/08/2017	
Staff # 16	Met
Date of Hire: 08/16/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 17	Met
Date of Hire: 08/03/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 18	Met
Date of Hire: 07/26/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 19	Met

Records Reviewed: 31**Records with Missing/Incomplete Components: 1**

Date of Hire: 05/03/2021

Staff # 20 Met

Date of Hire: 08/01/2008

Staff # 21 Met

Date of Hire: 02/19/2019

Staff # 22 Met

Date of Hire: 08/23/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 23 Met

Date of Hire: 07/20/2015

Staff # 24 Met

Date of Hire: 08/10/2020

Staff # 25 Not Met

Date of Hire: 07/25/2021 Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 26 Met

Date of Hire: 08/09/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 27 Met

Date of Hire: 12/10/2019

Staff # 28 Met

Date of Hire: 07/29/2019

Staff # 29 Met

Date of Hire: 09/09/2019

Staff # 30 Met

Date of Hire: 04/15/2019

Staff # 31 Met

Date of Hire: 08/16/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff Credentials Reviewed: 7**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 member #25 who was hired on July 26, 2021 was observed present and caring for children before submitting both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. The staff member had a previous background check from another Center that was outside of the portability requirements

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review the rule requirements, monitor staff files, and review the CBC videos 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 review staff files and ensure that all staff present are ported electronically into DECAL KOALA to ensure the CRC rules are maintained.

Correction Deadline: 9/2/2021

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 member #25 who was hired on July 26, 2021 was observed present and caring for children without a current satisfactory Comprehensive Records Check Determination on file at the Center. The staff member had a previous Comprehensive Records Check Determination on file at another Center in which the 12 month portability requirements expired on May, 15, 2021.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review and monitor staff files and DECAL KOALA 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 ensure no staff member is on site without having an electronic background check completed in the Center's DECAL KOALA account, and review the rule requirements to ensure the CRC rules are maintained.

Correction Deadline: 9/2/2021

591-1-1-.31 Staff(CR)**Met****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)**Met****Comment**

Adequate supervision observed on this date.