



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: 12/2/2022 **VisitType:** LS POI Follow Up **Arrival:** 9:25 AM **Departure:** 11:50 AM

CCLC-279

The Family Tree Child Development Center

309 W. 4th Ave. Albany, GA 31701 Dougherty County
 (229) 312-2103 stfavors@phoebehealth.com

Mailing Address
 P.O. Box 3770
 Albany, GA 31702

Regional Consultant

Debrik Perry

Phone: (478) 599-9821
 Fax: (478) 314-5864
 debrik.perry@dec.al.ga.gov

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.
12/02/2022	LS POI Follow Up	Good Standing	
11/07/2022	Incident Investigation Closure	Good Standing	
09/28/2022	Incident Investigation & Follow Up	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-Infant 1		0	0	C	10	C	NA	NA	
Main	B-Infant 2	Infants and One Year Olds	2	4	C	10	C	NA	NA	Transitioning, Circle Time
Main	C-Infant 3	Infants	2	4	C	10	C	NA	NA	Free Play
Main	D-Baby 1	One Year Olds	1	7	C	17	C	NA	NA	Story
Main	E-Baby 2	One Year Olds	2	5	C	14	C	NA	NA	Art
Main	F-Baby 3	One Year Olds	2	11	C	22	C	NA	NA	Story
Main	G-Toddler 3	Two Year Olds	1	6	C	18	C	NA	NA	Transitioning
Main	H-Toddler 2	Two Year Olds	1	7	C	17	C	NA	NA	Centers
Main	I-Toddler 1	Two Year Olds	1	9	C	16	C	NA	NA	Centers
Main	J-School age 2		0	0	C	45	C	NA	NA	
Main	K-Pre-K 3	PreK	2	18	C	45	C	NA	NA	Centers
Main	L-Pre-K 1	PreK	2	19	C	34	C	NA	NA	Centers
Main	M-Pre-K 2	PreK	2	18	C	34	C	NA	NA	Centers
Main	N Preschool-2	Three Year Olds	2	14	C	34	C	NA	NA	Outside
Main	O Preschool-1	Three Year Olds	2	12	C	34	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 253			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Zoning				
Total # Children this Date: 134			Total Capacity @35 sq. ft.: 253			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A-Infants & Toddlers	29	C
Main	B Elementary	76	C
Main	C-Preschool & Pre-K	78	C

Comments

An in person inspection was conducted on December 2, 2022, with the program's coordinator.

Plan of Improvement: No Plan Developed 01/01/0001

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.state.ga.us/CCS/RuleAndRegulations.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



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.state.ga.us for more information. Free technical assistance is available!

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)

Stacy Favors, Program Official

Date

Debrik Perry, Consultant

Date



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

Findings Report

Date: 12/2/2022 **VisitType:** LS POI Follow Up **Arrival:** 9:25 AM **Departure:** 11:50 AM

CCLC-279

The Family Tree Child Development Center

309 W. 4th Ave. Albany, GA 31701 Dougherty County
(229) 312-2103 stfavors@phoebehealth.com

Mailing Address

P.O. Box 3770
Albany, GA 31702

Regional Consultant

Debrik Perry

Phone: (478) 599-9821

Fax: (478) 314-5864

debrik.perry@decal.ga.gov

The following information is associated with a LS POI Follow Up:

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)

Met

Comment

Center does not provide swimming activities.

Evening Care

591-1-1-.32 Staffing/Supervision(CR)

Met

Comment

No evening care hours provided

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

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

Staff state proper knowledge of diapering procedures.

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

Met

Comment

Staff were observed to remind children to wash hands.

591-1-1-.20 Medications(CR)

Met

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Not Met

Finding

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado 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 Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of files that the the following areas on the monthly drill form were incomplete:

- 1) Smoke detector inspection
- 2) Fire extinguisher inspection
- 3) Emergency Procedure Review

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 12/7/2022

Safety

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

Met

Comment

Staff were observed to maintain a positive learning environment on this date.

591-1-1-.36 Transportation(CR)

Technical Assistance

Technical Assistance

Consultant discussed with the program coordinator to ensure that the vehicle's driver's name is listed at the top of all transportation forms.

Sleeping & Resting Equipment

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

Met

Comment

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

Staff Records

Records Reviewed: 37

Records with Missing/Incomplete Components: 0

Staff # 1

Met

Date of Hire: 05/16/2005

Staff # 2

Met

Date of Hire: 10/10/2022

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

Staff # 3

Met

Date of Hire: 09/26/2022

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

Staff # 4

Met

Date of Hire: 10/10/2022

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

Staff # 5

Met

Date of Hire: 06/26/1995

Staff # 6

Met

Date of Hire: 05/05/2008

Staff # 7

Met

Date of Hire: 08/21/2001

Staff # 8

Met

Date of Hire: 07/11/2019

Staff # 9

Met

Date of Hire: 09/27/2010

Staff # 10

Met

Date of Hire: 10/10/2022

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

Staff # 11

Met

Date of Hire: 06/29/2020

Staff # 12

Met

Date of Hire: 04/08/2002

Staff # 13

Met

Date of Hire: 10/11/2002

Staff # 14

Met

Date of Hire: 02/18/2019

Staff # 15

Met

Date of Hire: 08/23/2021

Staff # 16	Met
Date of Hire: 12/14/2009	
Staff # 17	Met
Date of Hire: 09/13/2021	
Staff # 18	Met
Date of Hire: 01/13/2022	
Staff # 19	Met
Date of Hire: 08/29/2022	
Staff # 20	Met
Date of Hire: 11/08/2021	
Staff # 21	Met
Date of Hire: 08/20/2018	
Staff # 22	Met
Date of Hire: 03/17/1997	
Staff # 23	Met
Date of Hire: 07/23/2001	
Staff # 24	Met
Date of Hire: 10/21/2019	
Staff # 25	Met
Date of Hire: 09/27/2021	
Staff # 26	Met
Date of Hire: 02/10/1998	
Staff # 27	Met
Date of Hire: 07/13/1998	
Staff # 28	Met
Date of Hire: 12/07/2020	
Staff # 29	Met
Date of Hire: 09/09/2003	
Staff # 30	Met
Date of Hire: 08/19/2019	

Records Reviewed: 37**Records with Missing/Incomplete Components: 0**

Staff # 31 Date of Hire: 05/14/2018	Met
Staff # 32 Date of Hire: 03/23/1994	Met
Staff # 33 Date of Hire: 05/16/2005	Met
Staff # 34 Date of Hire: 05/12/2021	Met
Staff # 35 Date of Hire: 03/09/2020	Met
Staff # 36 Date of Hire: 12/03/2018	Met
Staff # 37 Date of Hire: 12/07/2015	Met

Staff Credentials Reviewed: 10

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

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit on November 7, 2022.

Comment

Criminal record checks were observed to be complete.

591-1-1-.14 First Aid & CPR **Met****Comment**

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

591-1-1-.33 Staff Training **Not Met****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 files that the following staff did not complete the nutritional training:

- 1) Director
- 2) Cook

POI (Plan of Improvement)

The Center will schedule food preparation training, as required, and follow up to ensure the training is completed.

Correction Deadline: 1/1/2023

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.