



**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:** 9/30/2025 **VisitType:** Complaint Investigation & Monitoring Visit

**Arrival:** 9:20 AM **Departure:** 3:30 PM

**CCLC-30891**  
**Childcare Network #28**  
3895 Flat Shoals Road Union City, GA 30291 Fulton County  
(770) 969-1744

Regional Consultant  
Shameka Dozier  
Phone: (770) 857-7010  
Fax: (770) 357-7009  
shameka.dozier@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. |
|-----------------------------|--------------------------------------------|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 09/30/2025                  | Complaint Investigation & Monitoring Visit | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 09/19/2025                  | Incident Investigation & Follow Up         | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 02/10/2025                  | Complaint 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- 1R   | Infants                         | 1     | 2        | C                             | 14         | C            | NA         | NA           | Floor Play    |
| Main                            | B- 2R   | Two Year Olds                   | 1     | 10       | C                             | 23         | C            | NA         | NA           | Transitioning |
| Main                            | C- 3R   | One Year Olds                   | 1     | 6        | C                             | 16         | C            | NA         | NA           | Free Play     |
| Main                            | D- 2L   |                                 | 0     | 0        | C                             | 20         | C            | NA         | NA           |               |
| Main                            | E- 3L   | Three Year Olds                 | 2     | 14       | C                             | 21         | C            | NA         | NA           | Free Play     |
| Main                            | F- 4L   |                                 | 0     | 0        | C                             | 20         | C            | NA         | NA           |               |
| Main                            | G- Back | GA PreK                         | 1     | 14       | C                             | 20         | C            | NA         | NA           | Centers       |
| Main                            | H- 1L   |                                 | 0     | 0        | C                             | 30         | C            | NA         | NA           |               |
| Total Capacity @35 sq. ft.: 164 |         |                                 |       |          | Total Capacity @25 sq. ft.: 0 |            |              |            |              |               |
| Total # Children this Date: 46  |         | Total Capacity @35 sq. ft.: 164 |       |          | Total Capacity @25 sq. ft.: 0 |            |              |            |              |               |

| Building | Playground           | Playground Occupancy | Playground Compliance |
|----------|----------------------|----------------------|-----------------------|
| Main     | Infant/Toddler       | 30                   | C                     |
| Main     | Preschool/School Age | 129                  | C                     |

| Enrolled Children |         |         |         |         |                    |                   |
|-------------------|---------|---------|---------|---------|--------------------|-------------------|
| Under 1 years     | 1 years | 2 years | 3 years | 4 years | 5 years (Prekonly) | 5 years and older |
| 4                 | 9       | 16      | 12      | 0       | 20                 | 20                |

### Comments

Food preparation, Pediatric First Aid and pediatric CPR training within 45 days of employment, operational policies & procedures, initial program orientation, and two hours in evidence based/developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics were discussed with provider 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.decgal.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@decgal.ga.gov](mailto:qualityrated@decgal.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:** 9/30/2025

**VisitType:** Complaint Investigation &  
Monitoring Visit

**Arrival:** 9:20 AM

**Departure:** 3:30 PM

**CCLC-30891**

**Childcare Network #28**

3895 Flat Shoals Road Union City, GA 30291 Fulton County  
(770) 969-1744

Regional Consultant

Shameka Dozier

Phone: (770) 857-7010

Fax: (770) 357-7009

shameka.dozier@decal.ga.gov

**Mailing Address**  
Same

The following information is associated with a Monitoring Visit:

**Activities and Equipment**

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

**Met**

**Comment**

Discussed enhancing daily schedule with planned activities.

**Comment**

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

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

**Not Met**

**Finding**

591-1-1-.12(1) requires each Employee and child in attendance to use all indoor and outdoor furniture, activity materials, and equipment in a safe and appropriate manner and in accordance with the manufacturer's instructions, recommendations, and intended use. All equipment and furniture shall be used only by the age-appropriate group of children. It was determined based on observation that two children were climbing on the brown shelf next to the sink in classroom C-3R.

**POI (Plan of Improvement)**

The Center will ensure Staff are trained in and children are taught the proper use of all furniture, materials and equipment; will implement a plan for this information to be reviewed with both groups on an ongoing basis; and for monitoring proper and age-appropriate usage.

**Correction Deadline:** 9/30/2025

**591-1-1-.35 Swimming Pools & Water-related Activities(CR)**

**Met**

**Comment**

Center does not provide swimming activities.

**Facility**

**591-1-1-.06 Bathrooms**

**Met**

**Comment**

Bathrooms observed to be clean and well maintained.

**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-1R**

-A broom, dust pan were stored in the left corner and was accessible to children.

**Classroom B-2R**

-A broom was stored in the right corner and was accessible to children.

**Classroom C-3R**

-Ten sleeping cots, a broom, two cardboard boxes, and a plastic clothes bin were stored in the bathroom and was accessible to children.

**Classroom E-3L**

-A bathroom plunger and two balls were stored in the 2nd right girls bathroom and was accessible to children.

**Preschool/School Age Playground**

-A rolling cot with a orange water cooler stored on top were located on the back wall near classroom G-back and was accessible to children.

-A yellow water hose was connected to a pipe between the utility door and mechanical room door and was 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: 9/30/2025**

**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 the rubber surface on the Preschool/School age playground had several gaps with the surfacing missing posing a potential 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: 10/17/2025**

**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**

Please ensure lids remain on trash containing organic waste.

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

The Provider currently does not dispense/administer medication.

**Policies and Procedures**

**Technical Assistance**

591-1-1-.21(1)(a-o) - Discussed updating the Center's policies and procedures to include the program's practices regarding the expulsion and suspension of children enrolled for care within the description of behavior management and discipline actions used by the Center. Also discussed to ensure a description of the practices followed by the Center to prevent shaken baby syndrome and abusive head trauma in children up to five years of age that includes the following information: how to recognize, respond to, and report the signs and symptoms of shaken baby syndrome and abusive head trauma; strategies to assist staff members in understanding how to care for infants and how to cope with a crying, fussing, or distraught child; strategies to ensure staff members understand the brain development of children up to five years of age; and a list of prohibited behaviors when dealing with children.

Additional information can be found in the CCLC Indicator Manual found on DECAL's website at:

<https://www.decal.ga.gov/CCS/RulesAndRegulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

**Correction Deadline: 10/5/2025**

|               |
|---------------|
| <b>Safety</b> |
|---------------|

|                            |            |
|----------------------------|------------|
| <b>591-1-1-.05 Animals</b> | <b>Met</b> |
|----------------------------|------------|

**Comment**

Animals maintained clean and appropriately caged.

|                                   |            |
|-----------------------------------|------------|
| <b>591-1-1-.11 Discipline(CR)</b> | <b>Met</b> |
|-----------------------------------|------------|

**Comment**

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

|                                    |            |
|------------------------------------|------------|
| <b>591-1-1-.13 Field Trips(CR)</b> | <b>N/A</b> |
|------------------------------------|------------|

**Comment**

Center does not participate in field trips at this time.

|                                       |            |
|---------------------------------------|------------|
| <b>591-1-1-.36 Transportation(CR)</b> | <b>Met</b> |
|---------------------------------------|------------|

**Comment**

A current/completed inspection was observed for all vehicles used in transporting children this date.

**Comment**

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

|                                         |
|-----------------------------------------|
| <b>Sleeping &amp; Resting Equipment</b> |
|-----------------------------------------|

|                                                               |            |
|---------------------------------------------------------------|------------|
| <b>591-1-1-.30 Safe Sleeping and Resting Requirements(CR)</b> | <b>Met</b> |
|---------------------------------------------------------------|------------|

**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.

|                      |
|----------------------|
| <b>Staff Records</b> |
|----------------------|

**Records Reviewed: 13**

**Records with Missing/Incomplete Components: 3**

Staff # 4

Not Met

Date of Hire: 06/03/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 6

Not Met

Date of Hire: 05/01/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 11

Not Met

Date of Hire: 06/17/2025

"Missing/Incomplete Components"

.33(3)-Health &amp; Safety Certificate

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

Criminal record checks were observed to be complete.

**591-1-1-.09 Criminal Records Check(CR) Met****Comment**

Criminal records checks were observed to be complete.

**591-1-1-.14 First Aid & CPR(CR) Met****Correction Deadline: 9/30/2025****Corrected on 9/30/2025**

.14(1)(a) - Previous citation of staff #3, #4, #6, #7, #8, #9, and #11 did not having evidence of their CPR and first aid certification was observed to be corrected on this date as over fifty percent of staff were observed to have current training. Consultant discussed that effective July 1, 2025, new staff are required to obtain pediatric First Aid and pediatric CPR training within 45 days of employment. It was further discussed that programs must have at least one person with current pediatric First Aid and pediatric CPR training in each classroom at all times.

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

591-1-1-.33(3)(a)-(k) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: a) prevention and control of infectious diseases (including immunizations); b) prevention of sudden infant death syndrome and use of safe sleeping practices; c) administration of medication, consistent with standards for parental consent; d) prevention of and response to emergencies due to food and allergic reactions; e) building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment; g) emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants; i) precautions in transporting children; j) recognition and reporting of child abuse and neglect; and k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on observation that staff #4, #6, and #11 did not complete their health and safety orientation training within the first 90 days of employment.

**POI (Plan of Improvement)**

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates and will ensure that the training includes all required components as required.

**Correction Deadline: 10/30/2025****Technical Assistance**

591-1-1-.33(4) - Food preparation training was discussed with the director on this day.

**Correction Deadline: 10/30/2025****Technical Assistance**

591-1-1-.33(5)(b)1. - New - Discussed that effective July 1, 2025, all staff are required to obtain at least two hours in evidence based, developmentally appropriate language and literacy practices and at least two hours in on-going child development and health and safety related topics as part of their 10 hours of annual training.

**Correction Deadline: 10/30/2025****591-1-1-.31 Staff(CR) Met**

**Comment**

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

**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.