



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: 11/17/2022 **VisitType:** Monitoring Visit

Arrival: 12:30 PM

Departure: 4:30 PM

CCLC-46535

Gems Learning Academy

8850 High Point Road Union City, GA 30291 Fulton County
 (404) 625-5842 syma_rauf@yahoo.com

Mailing Address

6 Velma Rd
 Wakefield, GA 01880

Regional Consultant

Princess Walton

Phone: (770) 357-7030

Fax: (770) 357-7029

princess.walton@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.
11/17/2022	Complaint Investigation & Monitoring Visit	Good Standing	
08/04/2022	Complaint Closure	Good Standing	
07/26/2022	Complaint Investigation Follow Up	Good Standing	
			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.

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- Pearls	Infants and One Year Olds	1	5	C	12	C	NA	NA	Free Play
Main	B- Turquoise	One Year Olds	1	5	C	8	C	NA	NA	Nap
Main	C- Amber	One Year Olds and Two Year Olds	4	27	NC	20	NC	NA	NA	Nap
Main	D- Garnet		0	0	C	10	C	NA	NA	
Main	E- Aquamarine		0	0	C	16	C	NA	NA	
Main	F- Topaz		0	0	C	15	C	NA	NA	
Main	G- Sapphire		0	0	C	16	C	NA	NA	
Main	H- Amethyst		0	0	C	19	C	NA	NA	
Main	I- Jasper	Three Year Olds	1	17	C	25	C	35	C	Nap
Main	J- Jade	PreK	2	18	C	25	C	NA	NA	Nap
Main	K- Diamond		0	0	C	25	C	35	C	
Main	L- Emerald		0	0	C	25	C	35	C	

Total Capacity @35 sq. ft.: 216

Total Capacity @25 sq. ft.: 246

Total # Children this Date: 72

Total Capacity @35 sq. ft.: 216

Total Capacity @25 sq. ft.: 246

Building	Playground	Playground Occupancy	Playground Compliance
Main	A- Infants/Toddlers	27	C
Main	B- School age	116	C
Main	C- 2yrs-5yrs	80	C
Main	D- Toddler to 2yrs	13	C

Comments

The purpose of this visit is to conduct a monitoring visit and to follow-up to previous visit. A criminal records check letter was left with the director. Required reporting was discussed with the director.

Plan of Improvement: Developed This Date 11/17/2022

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



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 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)

Saima Qureshi, Program Official

Date

Princess Walton, Consultant

Date



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Findings Report

Date: 11/17/2022 **VisitType:** Monitoring Visit

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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

Equipment and furniture observed to be properly secured, as applicable.

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

Discussed evening hours with the director.

Facility

591-1-1-.19 License Capacity(CR)

Not Met

Finding

591-1-1-.19(1) requires a Center to provide 35 square feet of usable space per child, which will determine the Center's License capacity. It was determined based on observation that classroom Amber had 27 children with four teachers which license capacity is 20.

POI (Plan of Improvement)

The Center will limit the number of children in this space to the licensed capacity.

Correction Deadline: 11/17/2022

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****Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resilience. It was determined based on observation that the preschool playground the both yellow climbers had less then the 6 inches resilient surface beneath the equipment.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resilience.

Correction Deadline: 11/27/2022

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)**Not Met****Finding**

591-1-1-.17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based on observation that staff in classroom Turquoise stated that she uses wipes and hand sanitizer to wipe the children hands due to know step stool in the classroom for children to step on to wash their hands at the sink

POI (Plan of Improvement)

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

Correction Deadline: 11/17/2022

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

The Provider currently does not dispense/administer medication.

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)**Met****Comment**

Center does not provide routine transportation.

Sleeping & Resting Equipment

Technical Assistance

591-1-1-.30(1)(a)3 - Consultant discussed with the director and staff that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 11/17/2022

Staff Records

Records Reviewed: 18

Records with Missing/Incomplete Components: 1

Staff # 1	Met
Staff # 2	Met
Date of Hire: 10/13/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 3	Met
Staff # 4	Met
Staff # 5	Met
Date of Hire: 08/31/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 6	Met
Staff # 7	Met
Staff # 8	Met
Staff # 9	Met
Staff # 10	Met
Staff # 11	Met
Date of Hire: 08/10/2010	
Staff # 12	Met
Date of Hire: 07/16/2022	
Staff # 13	Met
Staff # 14	Met
Staff # 15	Not Met
Date of Hire: 10/01/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 16	Met

Records Reviewed: 18

Date of Hire: 09/12/2022

Records with Missing/Incomplete Components: 1Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 17

Met

Staff # 18

Met

Date of Hire: 09/12/2022

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

Staff Credentials Reviewed: 5

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 review of staff files that a staff present in the infant room with a hire date of October 1, 2022 did not have Comprehensive Records Check Determination letter from Bright from the Start.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review video from Bright from the Start 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 obtain Criminal Records Check for each employee to ensure the CRC rules are maintained.

Correction Deadline: 11/17/2022**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 review of staff files that a staff present in the infant room with a hire date of October 1, 2022 did not have Comprehensive Records Check Determination letter from Bright from the Start.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review video from Bright from the Start 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 obtain a Comprehensive Records Check determination for each employee to ensure the CRC rules are maintained.

Correction Deadline: 11/17/2022

591-1-1-.33 Staff Training**Met****Correction Deadline: 6/24/2022****Corrected on 11/17/2022****.33(5) - Previous citation was corrected.**

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

Finding

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20; and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined based on observation that classroom Jasper had a ratio of 1 teacher to 17, three-year old children.

POI (Plan of Improvement)

The Center will hire additional Staff or reschedule current Staff to meet required Staff:child ratios and will organize children into groups that meet requirements.

Correction Deadline: 11/17/2022

Comment

Adequate supervision observed on this date.