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: 9/8/2026 **VisitType:** Licensing Study **Arrival:** 9:20 AM **Departure:** 12:20 PM

CCLC-63874
The Fox Den Academy
185 Thornton Rd Forsyth, GA 31029 Monroe County
(478) 974-5674

Regional Consultant
Kristy Turner
Phone: (470) 373-3232
Fax:
kristy.turner@decal.ga.gov
Joint with: Rebekah Mullinax

Mailing Address
Same

Quality Rated:

Compliance Zone Designation		
09/08/2026	Licensing Study	Good Standing
08/20/2026	Complaint Investigation Follow Up	Good Standing
08/19/2026	TA Follow Up	NA

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.

Ratios/License Capacity

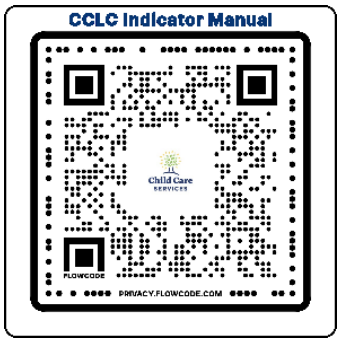
Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
Main	Cafeteria -Afterschool		0	0	C	27	C	NA	NA	Not In Use
Main	Left Hall 2A	Two Year Olds	3	12	C	13	C	NA	NA	Centers
Main	Left Hall 2B	Two Year Olds	1	10	C	13	C	NA	NA	Centers
Main	Left Hall 3A	Three Year Olds	1	12	C	12	C	NA	NA	Centers
Main	Left Hall 3B	Three Year Olds	1	8	C	12	C	NA	NA	Centers
Main	Right Hall 1A -Older Infants/Younger One's	Infants and One Year Olds	2	9	C	13	C	NA	NA	Transitioning
Main	Right Hall 1B	One Year Olds	3	12	C	13	C	NA	NA	Centers
Main	Right Hall 1C	Two Year Olds	2	6	C	14	C	NA	NA	Centers
Main	Right Hall 1R -Four-Year-Old	Four Year Olds	1	8	C	12	C	NA	NA	Circle Time
Main	Right Hall -3's & 4's	Three Year Olds	1	8	C	14	C	NA	NA	Centers
Main	Right Hall 5R-Infants	Infants	1	5	C	13	C	NA	NA	Floor Play
		Total Capacity @35 sq. ft.: 156			Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 90		Total Capacity @35 sq. ft.: 156			Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	45	C
Main	Playground B	92	C

Enrolled Children					
Infant (0-12 months)	**Toddler (1-2 yrs)**	**Preschool (3-5yrs/full time care)**	**School Age (before/after care only)**	**GA PreK only**	**Summer Only**
6	51	38	0	0	0

Comments
The visit report was completed on September 8, 2026. The visit report was reviewed and discussed with the Director, Antoinette Kemp.

Plan of Improvement: Developed This Date



For additional information regarding any licensing topics discussed during this visit, please consult the Rules and Regulations Indicator Manual. This manual provides comprehensive clarification of each rule, including evaluation indicators, related best practices, and relevant considerations to support your program's continued and sustained compliance.

To access the Indicator Manual, please scan the QR code below or visit our website at https://www.decal.ga.gov/CCS/RulesAndRegulations.aspx.



For additional information regarding the full compliance inspection results of this program or any licensed program in the state, access the Child Care Services Compliance-at-a Glance website by scanning this QR code or visiting: https://families.decal.ga.gov.

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.decal.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 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@decal.ga.gov for more information. Free technical assistance is available!

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Summary Report

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The following information is associated with a Licensing Study:

Activities and Equipment

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

Comment
A variety of equipment and toys were observed throughout the center on this date.

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 on this date.

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) **Met**

Comment
Playground observed to be clean and in good repair on this date.

Health and Hygiene

591-1-1-.10 Diapering Areas & Practices(CR) **Met**

Comment
Staff stated proper knowledge of diapering procedures.

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

Comment
Proper hand washing observed throughout the center on this date.

591-1-1-.20 Medications(CR) **Technical Assistance**

Comment
Documentation for medication dispensing observed completed on this date.

Technical Assistance
591-1-1-.20(5) - The Consultant discussed with the Provider to ensure that medicine that were no longer to be dispensed should be returned to the parents as required.

Correction Deadline: 9/8/2026

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
Complete documentation of transportation observed on this date.

Sleeping & Resting Equipment

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

Comment
Discussed SIDS and infant sleeping position.

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: 33 **Records with Missing/Incomplete Components: 1**

Staff # 1 Not Met

Date of Hire: 12/09/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

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

Comment
Criminal record checks were observed to be complete.

Comment
Director provided 33 Staff files for employees and five newly hired since last visit.

591-1-1-.14 First Aid & CPR(CR) **Not Met**

Finding
591-1-1-.14(1)(a) requires all Staff who provide direct care to children must obtain certification in a biennial training program in pediatric cardiopulmonary resuscitation (CPR) and a triennial training program in pediatric first aid within the first 45 days of employment. Current and valid evidence of the successful completion of such training shall be maintained on the Center's premises. The hours obtained completing this certification will not count towards the required annual training hours. It was determined based on a review of records that Staff #1 hired on December 9, 2025, did not have evidence of a current pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid training on file as required.

POI (Plan of Improvement)
All caregiver Staff will complete the required training. The Director will send copies via email verification of completed CPR/First Aid certification to the consultant upon completion and will develop a plan to ensure all caregiver Staff have completed this training within the first 45 days of employment and that evidence of successful completion of the training is on file available for inspection.

Correction Deadline: 9/8/2026

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.