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: 2/18/2026 **VisitType:** EX-CAPS-Monitoring **Arrival:** 9:15AM **Departure:** 11:35AM

EX-48578 EXMT-15353 EX-1 - Government
Clayton County Public Schools - ChildTec

137 Spring Street, Jonesboro GA 30236 Clayton County

Mailing Address

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Exemption Unit Consultant

Keia Cole

Phone: (678) 717-5146
Fax: (770) 342-7801
keia.cole@decal.ga.gov

Joint with:

Compliance Zone Designation		
2/18/2026	EX-CAPS-Monitoring	Prevention

Prevention Action Category	IntermediateAction Category	Dismissal Action Category
Prevention Level 1 (P1)	**Intermediate Level 1 (I1)**	**Dismissal (D)**
Technical Assistance	Corrective Action Plan	Dismissal
	Office Conference	Disqualification
Prevention Level 2 (P2)	**Intermediate Level 2 (I2)**	
Citation	Fine (Level1 or 2)	
Plan of Improvement		
Prevention Level 3 (P3)	**Intermediate Level 3 (I3)**	

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
Room 401	, Infants	1	1	Y	
Room 403		0	0	Y	
Room 405	, Ones	1	1	Y	

Group Sizes Met? Y Total # Non-Care Staff Present: 0 #Staff Count: 2 #Children Count: 2

Comments:
The child care program is in compliance with the approved exemption category.

Please refer to the Exemption page of the website, https://www.decal.ga.gov/CCS/Exemptions.aspx for information regarding 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

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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 user id 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 standard number(s) that you are refuting, add the reason for disagreement regarding the standard 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.

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(Summary Report)

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Joint with:

The following information is associated with a EX-CAPS-Monitoring:

Activities and Equipment

EX-HS-.A Activities **Met**

Comment
EX-HS-.A - Activities observed to be appropriate and safe for children in care.

EX-HS-.F Equipment & Toys **Met**

Comment
EX-HS-.F - A variety of equipment and toys were observed throughout the Program.

EX-HS-.Q Swimming Pools & Water-related Activities(CS) **N/A**

Comment
EX-HS-.Q - The Program does not provide swimming activities.

Children's Records

EX-HS-.C Children's Records **Met**

Comment
EX-HS-.C - Observed children's files as required.

Exemptions

EX-HS-.X Exemption Requirements **Met**

Comment
EX-HS-.X - Program operating as approved.

Facility

EX-HS-.B Bathrooms **Met**

Comment
EX-HS-.B - Program observed to have adequate toilets, sinks and supplies available.

EX-HS-.L Physical Plant(CS) **Not Met**

Finding
EX-HS-.L(2) requires the Program to be in compliance with applicable laws and regulations issued by the state fire marshal, the proper local fire marshal or state inspector, including a certificate of occupancy if required prior to receiving any children for care. It was determined based on review of records that the Program did not have an updated Fire Marshal inspection on file for the Department to review.

POI (Plan of Improvement)
The Program will obtain appropriate approvals, and ensure compliance with applicable laws and regulations by the state fire marshal, proper local fire marshal or state inspector, including a certificate of occupancy, are maintained and met. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 3/9/2026

EX-HS-.M Playgrounds(CS) **N/A**

Comment
EX-HS-.M - No playground provided.

Health and Hygiene

EX-HS-.U Diapering Areas & Practices(CS) **Met**

Comment
EX-HS-.U - Proper diapering procedures observed.

Comment
EX-HS-.U - Proper diapering procedures observed. Please be mindful to wash or clean child's hands after diapering.

EX-HS-.H Hygiene **Not Met**

Finding
EX-HS-H(1)(a-f) requires children's hands to be washed with liquid soap and warm running water (a) upon arrival for care; (b) when moving from one child care group to another; (c) upon re-entering the child care area after outside play; (d) before and after eating meals and snacks, handling or touching food; (e) after toileting and diapering and; (f) 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 the Director did not wash or clean the child's hands before or after feeding.

POI (Plan of Improvement)
The Program 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. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 2/18/2026

EX-HS-.I Medications(CS) **N/A**

Comment
EX-HS-.I - Medication is not dispensed.

Policies and Procedures

EX-HS-.J Operational Policies & Procedures **Not Met**

Comment
EX-HS-.J(2) - Observed evidence of written drills conducted within the Program on this date.

Finding
EX-HS-.J1(a-i) requires the Program to establish and implement written policies and procedures that describe the Program's operations as follows: (a) The exclusion of children with contagious illness; (b) Notification of parents in the event their child becomes ill while at the facility; (c) The notification of all parents of enrolled children when a reportable contagious illness is present in the facility; (d) The prevention of and response to food and allergic reactions; (e) Emergency preparedness and response. A written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the program. The program will have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and will include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Such plan shall include assurance that no Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals; (f) The handling and appropriate disposal of bodily fluids and storage of hazardous materials (soiled clothing and bedding); (g) Recognition and reporting of child abuse and neglect; (h) A description of behavior management and discipline actions used by the program, to include the program's practices regarding the expulsion and suspension of children enrolled for care; (i) 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.
It was determined based on a review of records that the Program did not have all areas in section a-i included in the Program's policies and procedure.

POI (Plan of Improvement)
The Program will revise their policies and procedures to include all required information and update as needed.

Correction Deadline: 2/20/2026

EX-HS-.T Required Reporting **Met**

Comment
EX-HS-.T - The program has not had any incidents that required reporting.

Safety

EX-HS-.E Discipline(CS) **Met**

Comment
EX-HS-.E - Age-appropriate discussion and/or redirection observed.

EX-HS-.S Field Trips **N/A**

Comment
EX-HS-.S - No field trips are conducted at the program.

EX-HS-.R Transportation(CS) **N/A**

Comment
EX-HS-.R - No transportation provided.

Sleeping & Resting Equipment

EX-HS-.V Safe Sleeping and Resting Requirements(CS) **Not Met**

Finding
EX-HS-.V(4) requires the Program shall provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these standards for all infants. Program Staff shall place an infant to sleep on the infant's back in a crib unless the Program has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Program has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. It was determined based on observation that the Director did not initially placed the child in care on the back during rest.

POI (Plan of Improvement)
The Program will take all steps necessary to provide a safe sleep environment for infants as listed in these standards; will train Staff to follow these standards and will monitor for compliance. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 2/18/2026

Staff Records

Records Reviewed: 3 **Records with Missing/Incomplete Components: 2**

Staff # 2 Not Met

Date of Hire: 11/15/2000

<u>"Missing/Incomplete Components"</u>

EX-HS-.P(4)-Annual Training 10 Hours

Staff # 3 Not Met

Date of Hire: 08/02/2004

<u>"Missing/Incomplete Components"</u>

EX-HS-.P(4)-Annual Training 10 Hours

EX-HS-.D Criminal Records and Comprehensive Background Checks(CS) **Met**

Comment
EX-HS-.D - Criminal record checks were observed to be complete.

EX-HS-.G First Aid & CPR(CS) **Met**

Comment
EX-HS-.G - Observed evidence of staff training in CPR and first aid on this date.

EX-HS-.K Personnel Records **Technical Assistance**

Technical Assistance
EX-HS-.K(1)(a-c) - requires the Program to maintain a personnel file on all Staff for the duration of the term of employment plus one calendar year, and shall contain the following: (a) identifying information to include: name, date of birth, current address and current telephone number; (b)evidence of all training required by these standards which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; (c) verification of a satisfactory criminal backgrounds check. It was discussed with the Director on this date to ensure that all staff have an employment form on file for the Department review.

EX-HS-.N Staff Requirements **Met**

Comment
EX-HS-.N - Observed a director or person responsible for overall supervision of the program.

EX-HS-.P Staff Training **Not Met**

Technical Assistance
EX-HS-.P(1) - requires prior to assignment to children or task, all Employees (i.e., volunteers, students-in-training, independent contractors, etc.) and Provisional Employees must receive initial program orientation. It was discussed with the Director on this date to ensure that all staff members have a completed initial orientation training document on file as training verification.

Comment
EX-HS-.P(3)(a-k) - Observed health and safety training as required.

Finding
EX-HS-.P(4)(a-b) requires staff complete annual training (a) Every calendar year after the first year of employment, the Director, Provisional Employees and Employees shall attend ten (10) clock hours of diverse training which is offered by an accredited college, university or vocational program or other Department-approved source.
(b) The annual ten (10) clock hours of training shall include the following:
1. At least two (2) hours in evidence based, developmentally appropriate language and literacy practices;
2. At least two (2) hours in on-going child development and health and safety related topics, which could include, but not be limited to:
(i) Child development (e.g., developmental domains (cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; approaches to play and learning), discipline and guidance techniques, children with special needs);
(ii) Health (e.g., nutrition and the support of breast feeding, physical activity, prevention and control of illnesses and infectious diseases, immunizations, prevention of and response to emergencies due to food and allergic reactions, cleanliness, sanitation, and the appropriate disposal of bio contaminants);
(iii) Safety (e.g., prevention of Sudden Unexpected Infant Death (SUID) which includes Sudden Infant Death Syndrome (SIDS) and the use of safe sleeping practices, medication administration, injury control and prevention, transportation, handling and storage of hazardous materials, identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic, and emergency preparedness planning and response);
(iv) Child abuse and neglect (e.g., identification and reporting, meeting the needs of abused and/or neglected children, prevention of shaken baby syndrome, abusive head trauma and child maltreatment).
3. No more than two (2) of the required ten (10) hours in business-related topics (e.g., parental communication, recordkeeping, management, business planning). It was determined based on review of records that two out of three staff members did not have evidence of 10 additional hours of child-related task-focused training, including the two hours of language literacy training.

POI (Plan of Improvement)
The Program will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 2/18/2026

Staffing and Supervision

EX-HS-.O Staff:Child Ratios and Supervision(CS) **Not Met**

Finding

EX-HS-.O(3) requires children to be supervised at all times. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children. The persons supervising in the child care area must be alert, and able to respond promptly to the needs and actions of the children being supervised. It was determined based on observation that the staff member in Room 401 briefly left the child in care alone in the room.

POI (Plan of Improvement)

The Program will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 2/18/2026