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: 3/24/2025 **VisitType:** EX-Monitoring **Arrival:** 2:05PM **Departure:** 5:00PM

EX-45103 EXMT-9501 EX-1 - Government
DuBois Integrity Academy

6479 Church Street, Riverdale GA 30274 Clayton County
(770) 997-4860
ccason@duboisintegrityacademy.com

Mailing Address

Same

Exemption Unit Consultant

Keia Cole

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

Joint with:

Compliance Zone Designation		
3/24/2025	EX-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)**	

Staff: Child Ratios

Room Description	Age Groups	Staff Count	Children Count	State Ratio Met	Notes
102	, Fives, Six and older	2	20	Y	Children were 5 to 6-years-old
115	, Fives, Six and older	2	20	Y	Children were 5 to 8-years-old
211	, Six and older	1	22	Y	Children were 7 to 8-years-old. Children were transitioning into the classroom.
Cafeteria	, Six and older	3	34	Y	Children 9 to 11- years-old

Group Sizes Met? Y Total # Non-Care Staff Present: 7 #Staff Count: 8 #Children Count: 96

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

Corrective Action Plan:Developed This Date

Please refer 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

By signing this report I acknowledge that the report was discussed with me and if there are any missing requirements I am responsible for submitting them as outlined to the GACAPS Program.

You have the right to refute any of the citations noted in this report with which you disagree. To refute a citation(s), e-mail the following information to CCSRefutations@decal.ga.gov.

1. Facility name, program number and visit date
2. Your name, title/relationship to the facility, e-mail address & up to two phone number(s) where you can be reached
3. Specific standard(s) that you are refuting, along with your concerns or questions regarding the citation
4. Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date of the visit to the facility.
5. Your refutation will be forwarded to the CCS Exemptions Unit manager, who will follow up with you about your concerns. If you have any questions about this process, contact our office at 770-293-5977.

Any violation which subjects a child to injury or life threatening situation or continued non-compliance may jeopardize participation in the CAPS program for eligible license-exempt program (government-owned facilities and day camps).

Director/Person-in-charge Signature______________________________

Printed Name____ Date_____________________

Specialist Signature____ Date_____________________

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(Findings Report)

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Joint with:

The following information is associated with a Exemption Monitoring:

Activities and Equipment

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

Comment
A daily planned program of varied and developmentally appropriate activities observed with various teaching methods to accommodate different learning styles.

EX-HS-.F Equipment & Toys(CS) **Met**

Comment
The equipment and furniture observed to be properly secured, as applicable.

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

Comment
Program does not provide swimming activities.

Children's Records

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

Comment
Observed children's files as required.

Exemptions

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

Comment
Observed compliance with fire safety agencies on this date.

Facility

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

Comment
Bathrooms located on each floor in or adjacent to child care areas and rooms.

EX-HS-.L Physical Plant(CS) **Met**

Comment
Observed approval from the Department and the fire safety agencies on this date.

Comment
Please be mindful to keep items that pose a hazard inaccessible to children.

Comment
Program appears clean and well maintained.

EX-HS-.M Playgrounds(CS) **Not Met**

Comment
Playground observed to be clean and in good repair.

Comment
EX-HS-.M(1) - It was stated by the director on this date that the Program has a safety plan in place for positioning the teachers at the off limit media center and at the entrance to the gate of the playground.

Finding
EX-HS-M(3) 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 resiliency. It was determined based on observation that additional mulch was needed under the fall zone areas for the double yellow slide, the single yellow slide and all the swings.

POI (Plan of Improvement)
The program will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/3/2025

Health and Hygiene

EX-HS-.U Diapering Areas & Practices(CS) **N/A**

Comment
No diapered children are enrolled

EX-HS-.H Hygiene **Met**

Comment
Proper handwashing was observed throughout.

EX-HS-.I Medications(CS) **Met**

Comment
Documentation for medication dispensing observed complete.

Comment
Observed medication stored inaccessible to children

Policies and Procedures

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

Comment
Determined age-appropriate discipline is communicated to staff on this date.

Comment
It was determined that the program provides Parents a copy of the Program's written policies and procedures.

Comment
Observed evidence of written drills conducted within the Program on this date.

Comment
Observed the Program's written emergency plan on this date.

Technical Assistance
EX-HS-.J(1)(a-i) - It was discussed with the director on this date to add the name of the site location to the emergency drill document due to having multiple locations.

Finding
EX-HS-.J(1)(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) fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Program shall maintain documentation of the dates and times of these drills for two years; (i) provide to Parents a copy of the Program's written policies and procedures. It was determined based on review of records on this date that the Program did not have the prevention of and response to food and allergic reactions in their policies and procedures document.

POI (Plan of Improvement)
The Program shall add the required listed items to their policies and procedures document . A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 3/29/2025

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

Comment
There were no incidents or injuries that required reporting.

Safety

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

Comment
Determined age-appropriate discipline is communicated to staff on this date.

Comment
Observed age-appropriate discipline policies on this date.

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

Comment
No field trips are offered

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

Comment
Program does not provide routine transportation.

Sleeping & Resting Equipment

EX-HS-.V Safe Sleeping and Resting Requirements(CS) **N/A**

Comment
No infants are enrolled.

Comment
No safe sleep policies are necessary.

Staff Records

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

Comment
Criminal record checks were observed to be complete.

Comment
Evidence of satisfactory Comprehensive Records Check Determination letters on file for employees and all residents age 17 and older.

EX-HS-.W First Aid & CPR **Not Met**

Finding
EX-HS-.W(2) requires staff who provide direct care to children must satisfactorily obtain certification in first aid and pediatric CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on review of records that four (4) out of 15 staff members did not have evidence of pediatric CPR and first aid training.

POI (Plan of Improvement)
The program will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and pediatric CPR training by the specified date. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/23/2025

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

Comment
Observed initial orientation for all staff on this date.

Finding
EX-HS-.P(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016, and staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on review of records that four (4) out of 15 staff members were missing the completion of the Health and Safety orientation training.

POI (Plan of Improvement)
The program shall develop and implement a plan to schedule and track this training for all employees based on their hire dates. A follow-up will be completed during the next monitoring visit for re-evaluation.

Correction Deadline: 4/23/2025

Finding
EX-HS-.P(4) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver personnel, except independent contractors, students-in-training, and volunteers, to attend ten (10) clock hours of training that is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university, vocational program, or other department-approved source. : It was determined based on review of records that 15 out of 15 staff members did not have evidence of ten (10) additional hours of child-related task-focused 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: 4/23/2025

Staffing and Supervision

EX-HS-.O Staff:Child Ratios and Supervision(CS) **Met**

Comment
Program observed to maintain appropriate staff: child ratios.

Comment
Appropriate staff-child ratios were observed on this date.