



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: 9/16/2025 **VisitType:** Incident Investigation/Licensing Study

Arrival: 10:55 AM **Departure:** 6:00 PM

CCLC-574
Mill Creek Academy
1061 Old Peachtree Road Lawrenceville, GA 30043 Gwinnett County
(770) 339-3330

Regional Consultant
Lynn Schnitzer
Phone: (678) 717-5720
Fax: (770) 344-5683
lynn.schnitzer@decal.ga.gov

Mailing Address
Same

Quality Rated: No

Compliance Zone Designation		
09/16/2025	Incident Investigation/Licensing Study	Good Standing
01/29/2025	Licensing Study	Good Standing
04/12/2024	Licensing Study	Good Standing

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	A- 1st Left		0	0	C	12	C	NA	NA	
Main	B- 2nd Left	Infants and One Year Olds	1	2	C	13	C	NA	NA	Lunch
Main	C- 3rd Left	One Year Olds	1	8	C	17	C	NA	NA	Lunch, Transitioning
Main	D- 4th Left		0	0	C	18	C	NA	NA	
Main	E- Back Left	Two Year Olds	2	12	C	24	C	NA	NA	Circle Time
Main	F- Center Left	Three Year Olds	1	14	C	26	C	NA	NA	Lunch, Transitioning
Main	G- Center Right		0	0	C	26	C	NA	NA	
Main	H- 1st Right	GA PreK	2	15	C	25	C	NA	NA	Lunch, Transitioning
Main	I- 2nd Right	GA PreK	2	16	C	25	C	NA	NA	Lunch
Main	J- 3rd Right	GA PreK	2	16	C	25	C	NA	NA	Lunch, Story
Total Capacity @35 sq. ft.: 211					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 83					Total Capacity @25 sq. ft.: 0					

Building	Playground	Playground Occupancy	Playground Compliance
Main	PG- Infant/Toddler (Left)	27	C

Main	PG- Preschool/Afterschool (Back)	170	C
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Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
2	10	18	15	0	51	12

Comments

This report was discussed with the director, Audreyanna Hernandez, on September 16, 2025.

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 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@dec.al.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 Visit:

Activities and Equipment

591-1-1-.03 Activities

Met

Comment

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

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)

N/A

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 2

Child # 2

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing

Child # 3

Not Met

"Missing/Incomplete Components"

.08(3)-Address of Release Person Missing

591-1-1-.08 Children's Records

Technical Assistance

Comment

Parent authorizations obtained/completed.

Technical Assistance

591-1-1-.08(1) - Consultant discussed with director to ensure that children's enrollment forms include the address of the persons to whom the child may be released.

Correction Deadline: 9/16/2025

Facility

Technical Assistance

591-1-1-.06(4) - Consultant discussed with director to ensure that the vents in the restrooms are cleaned.

Correction Deadline: 10/16/2025

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****Technical Assistance**

591-1-1-.25(13) - Consultant discussed with director to ensure that potentially hazardous equipment, materials and supplies, such as, but not limited to, hand sanitizer, "sharpie" markers, and cleaning tools be stored inaccessible to children.

Correction Deadline: 9/16/2025

Finding

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on observation that the vinyl stripping on the left side of the cubbies was loose and dangling in classroom C-3rd Left.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 9/16/2025

591-1-1-.26 Playgrounds(CR)**Not Met****Finding**

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that there was a 5 1/2 inch gap under the gate between playground PG-Preschool/Afterschool and the green space on the right side of the building. Further the wooden lattice had broken boards on the far left side of playground PG-Preschool/Afterschool.

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

Correction Deadline: 9/16/2025

Technical Assistance

591-1-1-.26(9) - Consultant discussed with director to ensure that exposed roots that presented a tripping hazard were painted and that the spider webs were removed from PG-Preschool/Afterschool.

Correction Deadline: 9/16/2025

Food Service**591-1-1-.15 Food Service & Nutrition****Not Met****Finding**

591-1-1-.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies. It was determined based on observation that one of one infant's feeding form had not been updated since March 2025. Feeding forms should be updated every three months or more often as needed.

POI (Plan of Improvement)

The Center Director will develop and implement a plan to obtain and post the completed feeding plan as part of the enrollment process and to have parents update the plans on a regular basis that will include center staff involved with enrollment and those working in the infant classrooms.

Correction Deadline: 9/16/2025

Technical Assistance

591-1-1-.15(3) - Consultant discussed with director to ensure that glass bottles are used with a silicone sleeve or silicone bottle jacket to prevent breakage, and should not be used by infants/toddlers who self-feed, as the weight of such bottles would not be developmentally appropriate and due to an increased risk of injury.

Consultant further discussed with the director that bottles must be labeled with the the child's full name.

Correction Deadline: 9/16/2025

591-1-1-.18 Kitchen Operations**Not Met****Comment**

Kitchen appears clean and well organized on this date.

Finding

591-1-1-.18(5) requires the refrigeration of all perishable and potentially hazardous foods at 40 degrees Fahrenheit or below and served promptly after cooking. Freezer temperature shall be maintained at zero (0) degrees Fahrenheit or below. It was determined based on observation that the freezer was at 25 degrees Fahrenheit.

POI (Plan of Improvement)

The Center will refrigerate foods as required, will train Staff on proper refrigerator and freezer temperature settings and monitor the settings. Food will be served promptly after cooking.

Correction Deadline: 9/16/2025

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

591-1-1-.20(1) requires Personnel to obtain specific written authorization from the child's physician or parent in order to dispense prescription or non-prescription medications, except for first aid. Such authorization will include when applicable, date; full name of the child; name of the medication; prescription number, if any; dosage; the dates to be given; the time of day to be dispensed; and signature of parent. It was determined based on review of records that the center did not have an allergy action plan to indicate when enrolled children needed "benadryl" and "epinephrine." Further, there was no completed authorization form for dispensing 'Albuterol HFA." The medication is for emergency use and had not been administered.

POI (Plan of Improvement)

The Center will train Staff to obtain and review parental authorizations to ensure the authorization contains complete information. The designated person(s) will monitor daily. The consultant will provide the center with an allergy action plan form.

Correction Deadline: 9/16/2025

Technical Assistance

591-1-1-.20(5) - Consultant discussed with director to ensure that unused medication is returned to the family.

Correction Deadline: 9/16/2025

Policies and Procedures

Technical Assistance

591-1-1-.21(2)(r) - New - 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.dec.state.ga.us/CCS/Regulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Correction Deadline: 9/21/2025

Finding

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on review of records that the center did not conduct a fire drill during March 2025.

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 9/21/2025

591-1-1-.27 Posted Notices**Met****Comment**

Observed all required posted notices.

Safety**591-1-1-.05 Animals****Met****Comment**

Center does not keep animals on premises.

591-1-1-.11 Discipline(CR)**Met****Comment**

Age-appropriate discussion and/or redirection observed.

591-1-1-.13 Field Trips(CR)**Not Met****Finding**

591-1-1-.13(5) requires Center Staff to leave a list of children and adults participating in the trip at the Center and to take the same list on the trip in the possession of the adult in charge of the trip. It was determined based on review of records that the field trip form did not list the adults participating on fields trips to Suwanee Fountain on June 4, 2025, Suwanee Fountain on July 16, 2025, and to Regal Cinema Hamilton Mill on July 22, 2025.

POI (Plan of Improvement)

The Center will create and distribute a list of participants for each trip taken.

Correction Deadline: 9/16/2025

591-1-1-.36 Transportation(CR)**Not Met****Comment**

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

Finding

591-1-1-.36(7)(c)2. requires that the driver or other designated person shall immediately document in writing, with a check or other mark/symbol to account for each child listed on the passenger transportation checklist each time a child enters and exits the vehicle. The driver or other designated staff person shall document in writing with a different mark/symbol to account for each child listed on the passenger transportation checklist who was not present on the vehicle for any reason. An explanation shall be documented in writing whenever a child is transported to a field trip site but is not present on the return trip to the Center. It was determined based on review of records that center staff did not document the unloading of six of six children after completing afternoon school transportation route from Woodward Mill Elementary on September 3, 2025.

POI (Plan of Improvement)

The driver/other designated person will immediately document in writing with a check/mark/symbol each time a child gets on and off the vehicle.

Correction Deadline: 9/17/2025

Correction Deadline: 1/30/2025

Corrected on 9/16/2025

.36(7)(c)3. - The previous citation was observed corrected on this date. The Consultant observed that the dates were documents on the transportation checklists for school transportation routes.

Sleeping & Resting Equipment

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

Met

Comment

Staff stated knowledge of infant safe sleep requirements.

Staff Records

Records Reviewed: 17

Records with Missing/Incomplete Components: 2

Staff # 13

Not Met

Date of Hire: 08/25/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation Missing

Staff # 16

Not Met

Date of Hire: 08/25/2025

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

"Missing/Incomplete Components"

.24(1)-Evidence of Orientation 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 three files for employees hired since last visit January 29, 2025.

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 review of records that the first aid/CPR certification of eight of 15 staff hired more than 45 days had expired this date. The center has CPR/First Aid training scheduled for September 20, 2025.

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: 10/16/2025

Technical Assistance

591-1-1-.14(1)(a) - 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.

Correction Deadline: 10/16/2025

Technical Assistance

591-1-1-.14(3) - Consultant discussed with director to ensure that the center first aid kit has gauze and masks and that the vehicle first aid kit has protective eye wear.

Correction Deadline: 9/26/2025

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

591-1-1-.33(1) requires all Employees and Provisional Employees to receive Initial Center orientation prior to assignment to children or task. It was determined based on review of records that staff #13 and staff #16, date of hire August 25, 2025, did not have evidence of Initial Center orientation on file.

POI (Plan of Improvement)

The Center will develop and provide orientation for all new Staff prior to their assignment to children or task.

Correction Deadline: 9/16/2025

Technical Assistance

591-1-1-.33(3)(a)-(k) - Consultant discussed with director that staff whose Health and Safety orientation training was conducted more than twelve months prior to their hire date need to retake the training with 90 days.

Correction Deadline: 10/16/2025

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: 10/16/2025

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.