



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: 10/27/2025 **VisitType:** Incident Investigation & Follow Up **Arrival:** 11:35 AM **Departure:** 1:40 PM

CCLC-46292

Busy Bees Learning Academy

4252 Windsor Spring Rd. Hephzibah, GA 30815 Richmond County
(706) 869-4363

CCS Coordinator

Kaycee Purvis

Phone: (770) 357-4915

Fax: (404) 478-8085

kaycee.purvis@decal.ga.gov

Mailing Address

Same

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. 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.
10/27/2025	Incident Investigation & Follow Up	Good Standing	
10/03/2025	Complaint Closure	Good Standing	
09/08/2025	Complaint Investigation & Monitoring Visit	Good Standing	

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-1L		0	0	C	28	C	40	C	
Main	B-2L	Two Year Olds	2	10	C	16	C	22	C	Nap
Main	C-3rd L	One Year Olds	1	7	C	22	C	NA	NA	Nap
Main	D-4R	Infants and One Year Olds	2	8	C	22	C	NA	NA	Feeding, Free Play, Floor Play
Main	E-L PreK		0	0	C	28	C	40	C	
Main	F-R Pre-K	Three Year Olds and Four Year Olds	1	12	C	37	C	51	C	Nap

Total Capacity @35 sq. ft.: 153

Total Capacity @25 sq. ft.: 197

Total # Children this Date: 37

Total Capacity @35 sq. ft.: 153

Total Capacity @25 sq. ft.: 197

Building	Playground	Playground Occupancy	Playground Compliance
Main	B	58	C
Main	A	19	C

Comments

All previous citations were reviewed with the Provider on this date.

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.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 Incident Investigation & Follow Up:

Activities and Equipment

591-1-1-.03 Activities

Met

Correction Deadline: 10/3/2025

Corrected on 10/27/2025

.03(6) - Correction of previous citation in that Staff indicated that they do not put children in high chairs for anything other than feeding.

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

Met

Correction Deadline: 9/19/2025

Corrected on 10/27/2025

.12(4) - Correction of previous citation in that the Director stated that Classroom A-1L is no longer used at this time. The Consultant also observed other furniture and equipment in good repair on this date.

Facility

591-1-1-.06 Bathrooms

Not Met

Finding

591-1-1-.06(4) requires a Center first licensed after March 1, 1991, and Centers that remodel or add to existing plumbing facilities, to have the bathroom area fully enclosed and ventilated to the outside of the building with either an open screened window or functioning exhaust fan and duct system and requires Centers without fully enclosed bathrooms to ensure there is adequate ventilation to control odors and adequate sanitation measures to prevent the spread of contagious diseases. It was determined based on observation the exhaust fan in the bathroom in A- 1L classroom was inoperable on this date.

POI (Plan of Improvement)

The Center will fully enclose and ventilate bathroom areas, as required, and will provide adequate ventilation and sanitation in bathrooms that are not fully enclosed.

Correction Deadline: 11/21/2025

Recited on 10/27/2025

591-1-1-.25 Physical Plant - Safe Environment(CR)

Defer

Defer

591-1-1-.25(3)-Citation deferred due to inclement weather.

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: 10/10/2025

591-1-1-.26 Playgrounds(CR)

Defer

Defer

591-1-1-.26(6)-Citation deferred due to inclement weather.

POI (Plan of Improvement)

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

Correction Deadline: 10/10/2025

Food Service

591-1-1-.15 Food Service & Nutrition

Technical Assistance

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.15(2)(a) - Corrections of previous citation in that the Consultant did not observe staff to prop infant bottles on this date.

Technical Assistance

591-1-1-.15(4) - The Consultant and Director discussing ensuring that all feeding chairs are in good repair and used according to the manufacturer's guidelines.

Correction Deadline: 10/27/2025

Health and Hygiene

591-1-1-.07 Children's Health

Met

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.07(5) - Correction of previous citation in that the Consultant did not observe children to use pacifier straps on this date.

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

Met

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.17(2) - Correction of previous citation in that the Consultant observed all children to have shoes on this date.

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.17(7) - Correction of previous citation in that Staff stated appropriate times that children wash hands.

591-1-1-.20 Medications(CR)

Met

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.20(4) - Correction of previous citation in that the Consultant did not observe medication accessible to children on this date.

Safety

591-1-1-.11 Discipline(CR)

Met

Correction Deadline: 10/3/2025

Corrected on 10/27/2025

.11(2) - Correction of previous citation in that the Consultant observed appropriate discipline on this date.

Sleeping & Resting Equipment

Correction Deadline: 9/9/2025

Corrected on 10/27/2025

.30(1)(b)3 - Correction of previous citation in that the Consultant observed all children to have sheets on their cots during nap time on this date.

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.30(1)(b)4 - Correction of previous citation in that the Consultant observed all children to have a light cover available for use during nap time.

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.30(2) - Correction of previous citation in that the Consultant did not observe items in the cribs with infants on this date. Staff further stated that they do not place items in the cribs with infants.

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.30(2)(c) - Correction of previous citation in that the Consultant did not observed infants to sleep in equipment that was not a safety-approved crib.

Staff Records

Correction Deadline: 9/8/2025

Corrected on 10/27/2025

.09(1)(j) - Correction of previous citation in that the Consultant observed satisfactory comprehensive criminal records checks for all staff members on this date.

Finding

Previously Cited: 591-1-1-.14(1) requires the Center Director and, at any given time, at least fifty percent (50%) of the caregiver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Center shall maintain current evidence of the successful completion of such training which shall be available to the Department for inspection. It was determined based on a review of records, eight staff members did not have proof of current first aid/CPR training on this date.

591-1-1-.14(2)(a) requires that when any child is present on the premises, at least fifty percent (50%) of the caregiver staff present shall be trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. It was determined based on a review of records that Staff #6 (hired March 4, 2024) did not have evidence of completing pediatric First Aid and CPR as required.

POI (Plan of Improvement)

Previously Cited: The Center Director and at least 50% of the caregiver Staff will complete the needed training. The Director will send written verification to the consultant upon completion and will develop a plan to ensure that at least 50% of the caregiver Staff have completed this training at any given time and that evidence of successful completion of the training is on file available for inspection.

A minimum of 50% of all caregiver Staff on the premises must successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid taught by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Director will send copies via email of verification of completed CPR/First Aid certification to the Consultant upon completion.

Correction Deadline: 12/5/2025

Correction Deadline: 9/19/2025

Corrected on 10/27/2025

.33(3)(a)-(k) Correction of previous citation in that the Consultant observed documentation of completed Health and Safety Orientation Training for staff on this date.