



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: 11/12/2025 **VisitType:** Complaint Investigation & Licensing **Arrival:** 10:35 AM **Departure:** 6:00 PM
Study

CCLC-63874

The Fox Den Academy

185 Thornton Rd Forsyth, GA 31029 Monroe County
(478) 370-8648

Regional Consultant

Kristy Turner

Phone: (470) 373-3232

Fax:

kristy.turner@dec.al.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.
11/12/2025	Complaint Investigation & Licensing Study	Good Standing	
10/23/2025	TA Follow Up	NA	
09/12/2025	TA Follow Up	NA	

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	2	10	C	13	C	NA	NA	Transitioning
Main	Left Hall 2B	Two Year Olds	1	10	C	13	C	NA	NA	Transitioning
Main	Left Hall 3A	Three Year Olds	1	9	C	12	C	NA	NA	Transitioning
Main	Left Hall 3B		0	0	C	12	C	NA	NA	Not In Use
Main	Right Hall 1A -Older Infants/Younger One's	Infants and One Year Olds	2	6	C	13	C	NA	NA	Lunch
Main	Right Hall 1B	One Year Olds	2	9	C	13	C	NA	NA	Lunch
Main	Right Hall 1C	Two Year Olds	1	8	C	14	C	NA	NA	Lunch
Main	Right Hall 1R -Four-Year-Old	Four Year Olds	2	7	C	12	C	NA	NA	Outside
Main	Right Hall -3's & 4's	Three Year Olds and Four Year Olds	1	10	C	14	C	NA	NA	Circle Time
Main	Right Hall 5R-Infants	Infants	3	7	C	13	C	NA	NA	Nap,Feeding
Total Capacity @35 sq. ft.: 156					Total Capacity @25 sq. ft.: 0					
Total # Children this Date: 76					Total Capacity @25 sq. ft.: 0					

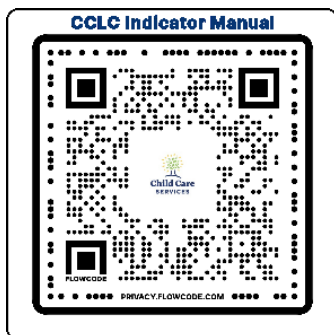
Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground A	45	C
Main	Playground B	92	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
7	27	22	22	7	0	32

Comments

The CCS Consultant discussed and left a copy of the updated Child Care Weather Watch Chart with the program today. Weather does not permit outdoor play when there is active precipitation or when weather advisories are in effect. Consult the Child Care Weather Watch Chart resource for further guidance, considering specific weather conditions. The visit report was not completed on November 12, 2025. On November 12, 2025, an One-day CRC Letter was issued. The visit report was reviewed and discussed with the Director, Antoinette Kemp and the Owner, Josh Hill on November 14, 2025.

Plan of Improvement: No Plan Developed



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>.

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.dec.al.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

You have received permission to operate and the form received with this report is intended to serve as a temporary license which is **valid for thirty(30) days**. Your actual license/ will be emailed to you upon receipt of the licensing fee. You may pay the licensing fee either online at <http://www.dec.al.ga.gov/> or by certified check or money order mailed to: Bright from the Start, 2 Martin Luther King Jr. Drive SE, Suite 670 East Tower, Atlanta, GA 30334

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-.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.

Children's Records

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

Technical Assistance

Technical Assistance

591-1-1-.08(1) - The Consultant discussed with the Provider to ensure that the children's enrollment forms were filled out in it's entirety as required.

Correction Deadline: 11/12/2025

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)

Technical Assistance

Comment

The Center appeared clean and well maintained on this date.

Technical Assistance

591-1-1-.25(13) - The Consultant discussed with the Provider to ensure that cabinets, and closets that had stored potentially hazardous materials were locked as required.

Correction Deadline: 11/12/2025

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

Met

Comment

Discussed maintenance of resilient surface. Please fluff and redistribute.

Comment

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

Health and Hygiene**591-1-1-.10 Diapering Areas & Practices(CR)****Technical Assistance****Comment**

Staff stated proper knowledge of diapering procedures.

Technical Assistance

591-1-1-.10(4) - The Consultant discussed with the Provider to ensure that diaper changing pads were smooth, nonporous, and without holes as required.

Correction Deadline: 11/12/2025

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

Proper hand washing observed throughout the center on this date.

591-1-1-.20 Medications(CR)**N/A****Comment**

The Provider currently does not dispense/administer medication.

Policies and Procedures**591-1-1-.21 Operational Policies & Procedures****Technical Assistance****Technical Assistance**

591-1-1-.21(1)(a-o) - The Consultant discussed with the Provider on 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.

Correction Deadline: 11/17/2025

Technical Assistance

591-1-1-.21(2)(r) - New - New - The Consultant discussed with the Provider 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: 11/17/2025

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)**Technical Assistance****Comment**

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

Technical Assistance

591-1-1-.36(4)(a) - The Consultant discussed with the Provider to ensure that vehicle's tire tread had enough depth as required.

Correction Deadline: 11/17/2025

Sleeping & Resting Equipment

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.

Technical Assistance

591-1-1-.30(1)(a)3 - The Consultant discussed with the Provider to ensure that the crib sheets were tight-fitting as required.

Correction Deadline: 11/12/2025

Staff Records

Records Reviewed: 43

Records with Missing/Incomplete Components: 24

Staff # 1 Not Met

Date of Hire: 07/15/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 4 Not Met

Date of Hire: 05/13/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 9 Not Met

Date of Hire: 07/23/2025

"Missing/Incomplete Components"

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

Staff # 10 Not Met

Date of Hire: 09/05/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 11 Not Met

Date of Hire: 08/29/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 Not Met

Date of Hire: 09/16/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 15 Not Met

Date of Hire: 07/15/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

Date of Hire: 09/01/2025

"Missing/Incomplete Components"

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

Staff # 20

Not Met

Date of Hire: 12/09/2024

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 21

Not Met

Date of Hire: 05/12/2025

"Missing/Incomplete Components"

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

Staff # 22

Not Met

Date of Hire: 02/18/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 23

Not Met

Date of Hire: 08/24/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 26

Not Met

Date of Hire: 03/12/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate,.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 27

Not Met

Date of Hire: 04/07/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 28

Not Met

Date of Hire: 01/05/2025

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 30

Not Met

Date of Hire: 05/16/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 31

Not Met

Date of Hire: 08/30/2024

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 32

Not Met

Date of Hire: 11/15/2024

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 33

Not Met

Date of Hire: 07/18/2025

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 34

Not Met

Date of Hire: 08/16/2025

"Missing/Incomplete Components"

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

Staff # 37

Not Met

Date of Hire: 08/18/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 39

Not Met

Date of Hire: 07/23/2025

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 41

Not Met

Date of Hire: 04/29/2025

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 42

Not Met

Date of Hire: 09/03/2025

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Not Met

Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on a review of records that the Center that had Staff #20 hired on December 9, 2024, Staff #28 hired on January 5, 2025, Staff # 33 hired on July 18, 2025, and Staff # 42 hired on September 3, 2025, did not submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review the rules and regulation to ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will review all staff records to ensure the CRC rules are maintained.

Correction Deadline: 11/12/2025

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on a review of records that Staff # 20 hired on December 20, 2024, Staff #28 hired on January 5, 2025, Staff #33 hired on July 18, 2025, and Staff # 42 hired on September 3, 2025, did not have a current Satisfactory Comprehensive Records Check Determination on file as required.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review the rules and regulations to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will review staff records to ensure the CRC rules are maintained.

Correction Deadline: 11/12/2025

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 a review of records that Staff # 4 hired on May 13, 2025, Staff #9 hired on July 23, 2025, Staff #10 hired on September 5, 2025, Staff #13 hired on September 16, 2025, Staff #15 hired on July 15, 2025, Staff #16 hired on September 1, 2025, Staff #21 hired on May 12, 2025, Staff #26 hired on March 12, 2025, Staff #27 hired on April 7, 2025, Staff #30 hired on May 16, 2025, Staff #32 hired on November 15, 2024, Staff #34 hired on August 16, 2025, Staff #37 hired on August 18, 2025, and Staff #41 hired on April 29, 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: 12/12/2025

591-1-1-.33 Staff Training**Not Met****Technical Assistance**

591-1-1-.33(1) - The Consultant discussed with the Provider that all Employees, including volunteers, independent contractors, students-in-training, etc. should have a completed initial program orientation form on

Correction Deadline: 11/12/2025

Finding

591-1-1-.33(3)(a)-(k) requires each Staff member with direct care responsibilities to complete health and safety orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: a) prevention and control of infectious diseases (including immunizations); b) prevention of sudden infant death syndrome and use of safe sleeping practices; c) administration of medication, consistent with standards for parental consent; d) prevention of and response to emergencies due to food and allergic reactions; e) building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; f) prevention of shaken baby syndrome, abusive head trauma and child maltreatment; g) emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); h) handling and storage of hazardous materials and the appropriate disposal of bio contaminants; i) precautions in transporting children; j) recognition and reporting of child abuse and neglect; and k) child development to include all major domains: cognitive; social and emotional; physical development and motor skills; communication, language, and literacy; and approaches to play and learning. It was determined based on a review of records that Staff #1 hired on July 15, 2024, Staff #4 hired on May 13, 2025, Staff #10 hired on September 5, 2024, Staff #11 hired on August 29, 2024, Staff #13 hired on September 16, 2025, Staff #15 hired on July 15, 2025, Staff #22 hired on February 18, 2025, Staff #23 hired on August 24, 2024, Staff #26 hired on March 12, 2025, Staff #27 hired on April 7, 2025, Staff #31 hired on August 30, 2024, Staff #32 hired on November 15, 2024, Staff #37 hired on August 18, 2025, Staff #39 hired on July 23, 2025, and Staff #41 hired on April 29, 2025, did not obtain the health and safety orientation training within the first 90 days of employment as required.

POI (Plan of Improvement)

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates and will ensure that the training includes all required components as required.

Correction Deadline: 12/12/2025

Technical Assistance

591-1-1-.33(5)(b)1. - New - New - The Consultant discussed with the Provider 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: 12/12/2025

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.