



**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:** 10/21/2025 **VisitType:** Complaint Investigation Follow Up **Arrival:** 9:00 AM **Departure:** 2:15 PM

**CCLC-50130**

**The Mills Academy**

2545 Jolly Road College Park, GA 30349 Fulton County  
(404) 768-1530

**Regional Consultant**

Shameka Dozier

Phone: (770) 857-7010

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shameka.dozier@decal.ga.gov

Joint with: Jessica Grant

**Mailing Address**

Same

**Quality Rated:** ★ ★

| Compliance Zone Designation |                                   |               | <b>Compliance Zone Designation</b> - 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.<br><br><b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.<br><b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.<br><b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules. |
|-----------------------------|-----------------------------------|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10/21/2025                  | Complaint Investigation Follow Up | Deficient     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 10/01/2025                  | Attempted                         | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 08/26/2025                  | Licensing Study                   | Support       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                             |                                   |               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

**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-Infants & 1's       |                                    | 0                             | 0        | C    | 17         | C            | NA         | NA           | Not In Use           |
| Main                            | B-2L- 2's                | Infants                            | 2                             | 0        | C    | 19         | C            | NA         | NA           | Floor Play,Diapering |
| Main                            | C-3L Back- 3's &4's      |                                    | 0                             | 0        | C    | 37         | C            | 52         | C            | Not In Use           |
| Main                            | D-3R Back-3's, 4's & ASP | Three Year Olds and Four Year Olds | 1                             | 15       | C    | 35         | C            | 49         | C            | Circle Time          |
| Main                            | E- 2R-2's                | One Year Olds and Two Year Olds    | 2                             | 16       | C    | 22         | C            | NA         | NA           | Art                  |
| Total Capacity @35 sq. ft.: 130 |                          |                                    | Total Capacity @25 sq. ft.: 0 |          |      |            |              |            |              |                      |
| Total # Children this Date: 31  |                          |                                    | Total Capacity @25 sq. ft.: 0 |          |      |            |              |            |              |                      |

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------|----------------------|-----------------------|
| Main     | Large      | 66                   | C                     |
| Main     | Small      | 12                   | C                     |

**Comments**

The purpose of this visit is to follow-up on previous citations.

Plan of Improvement: To Be Submitted 11/04/2025

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.

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#### 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](http://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 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.

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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](mailto:qualityrated@decal.ga.gov) for more information. Free technical assistance is available!**



Summary Report

Date: 10/21/2025 VisitType: Complaint Investigation Follow Up Arrival: 9:00 AM Departure: 2:15 PM

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The following information is associated with a Complaint Investigation Follow Up:

Activities and Equipment

591-1-1-.03 Activities

Met

Correction Deadline: 8/26/2025

Corrected on 10/21/2025

.03(2) - Previous citation of the lesson plans in classrooms A-1L, B-2L, E-2R, and D-3R not being updated and current as all lesson plans were dated for the week of July 28, 2025. Consultant discussed with the provider to ensure that enhanced activities are added to all lesson plans.

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

Not Met

Finding

591-1-1-.12(1) requires each Employee and child in attendance to use all indoor and outdoor furniture, activity materials, and equipment in a safe and appropriate manner and in accordance with the manufacturer's instructions, recommendations, and intended use. All equipment and furniture shall be used only by the age-appropriate group of children. It was determined based on observation that eight of eight table feeding chairs in classroom B had missing seat straps. It was further observed that seven infant feeding chairs located in the cafeteria had missing seat straps.

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Correction Deadline: 10/21/2025

Children's Records

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

Met

Correction Deadline: 8/29/2025

Corrected on 10/21/2025

.08(6) - Previous citation of the director not being able to produce a full two weeks of arrival and departure times for children enrolled when requested as consultant was only provided children's daily arrival and departure for the week of August 11, 2025 was observed to be corrected on this date.

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|  | <b>Facility</b> |
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591-1-1-.06 Bathrooms

Met

Correction Deadline: 8/26/2025

Corrected on 10/21/2025

.06(7) - Previous citation of the 2nd right bathroom with blue paint being wet and had several black insects on the floor in classroom E-2R was observed to be corrected on this date.

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

Not Met

**Finding**

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation that the following hazards were observed:

Classroom A-L1:

Floor lamp near the left middle of the room was not sturdy as it was wobbly.

Classroom B-2L:

Hand sanitizer, Lysol spray, were located next to the changing table and was accessible.

Classroom D-3R:

Hand sanitizer, Lysol spray, and Lysol disinfectant wipes were located on top of the white shelf and were accessible to children.

Correction Deadline: 10/21/2025

Recited on 10/21/2025

**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 following was observed:

Classroom D-3R:

- Girls bathroom with the pink paint had a tile missing that exposed the ceiling and wiring.
- Boys bathroom with blue paint had an electrical outlet detached from the wall exposing the wiring.
- The blue wall outside of the class where children walk to the playground had peeling paint.

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**Correction Deadline: 11/7/2025**

**Recited on 10/21/2025**

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

**Not Met**

**Technical Assistance**

591-1-1-.26(4) - Fence gates outside of classroom B-2L and gate spacing were discussed with the director on this date.  
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**Correction Deadline: 10/21/2025**

**Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on observation that the Large Playground had a blue merry go round, a red cylinder tunnel, a yellow metal climbing dome, and a blue metal climbing dome that were rusted. The two spring rockers located on the back left of were broken and rusted.  
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**Correction Deadline: 11/7/2025**

**Recited on 10/21/2025**  
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**Correction Deadline: 9/12/2025**

**Corrected on 10/21/2025**

.26(8) - Previous citation of the large and small playgrounds had mulch measuring less than one inch when six inches are required was observed to be corrected on this date as consultant observed mulch being applied during the visit.

**Finding**

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that the following hazards were observed on the large playground:

- Vines hanging over the fence along the back left side.
- Exposed concrete next to the red cylinder tunnel.
- Exposed nails on the wooden barrier around the swing set.
- Several large rocks located throughout the playground near the equipment.

Correction Deadline: 11/7/2025

**Food Service**

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

**Not Met**

**Finding**

591-1-1-.15(1) requires that meals and snacks are served, with serving sizes dependent upon the age of the child, that meet nutritional guidelines as established by the United States Department of Agriculture Child and Adult Care Food Program. Meals and snacks shall be varied daily, and additional servings of nutritious food shall be offered to children over and above the required daily minimum, if not contraindicated by special diets. It was determined based on observation that children were served pizza, milk, and chips for lunch and they were not served vegetables or fruits for lunch.

Correction Deadline: 10/21/2025

**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 review of records that there were no infant feeding plans available for review for four of seven infants that were present in classroom B-2L. The teacher and director were not able to provide the four infant feeding plans when requested.

Correction Deadline: 10/21/2025

Recited on 10/21/2025

**Finding**

591-1-1-.15(5) requires that the Center provide a menu listing all meals and snacks to be served during the current week except for School-age Centers where the food may be provided by the Parent(s) by agreement between the School-age Center and the Parent(s). Substitutions shall be recorded on the posted menu and menus shall be retained at the Center for six (6) months. It was determined based on observation that the food menu posted for the week was not dated and food substitutions were not added. Consultant observed staff serving pizza, chips, and milk for lunch.

Correction Deadline: 10/21/2025

Recited on 10/21/2025

**Health and Hygiene**

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

Met

Correction Deadline: 8/26/2025

Corrected on 10/21/2025

.07(5) - Previous citation of an infant laying on their back with a bib around their neck and an infant having a bib around their neck with a pacifier attached to the bib was observed to be corrected on this date.

591-1-1-.10 Diapering Areas & Practices(CR)

Not Met

**Finding**

591-1-1-.10(1) requires Centers first licensed after March 1, 1991, and Centers that are renovated after March 1, 1991, to provide ventilation in the diapering areas with functioning exhaust fans and a duct system or by the required amount of window space provided by operable windows when open. It was determined based on observation that the exhaust fans in classrooms A and E were not operable.

Correction Deadline: 10/21/2025

**Technical Assistance**

591-1-1-.10(4) - Consultant discussed with the provider to ensure that the diapering table located in classroom E is turned around so that the open side faces the wall and the yellow rail faces towards the classroom.

Correction Deadline: 10/21/2025

**Finding**

591-1-1-.10(4) requires that if diapers are changed on a diaper changing surface, the surface shall be smooth, non porous, and equipped with a guard or rails to prevent falls. Between each diaper change, the diaper changing surface shall be cleaned with a disinfectant and dried with a single-use disposable towel. It was determined based on observation that the diapering pads n classrooms A, B, and E were not non porous.

Correction Deadline: 11/7/2025

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

**Not Met**

**Finding**

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, 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 in classroom B2-L an infant was diapered and the staff did not wash or use a wipe to clean the infants hand after diapering. Consultant did not observe proper hand washing throughout the facility due to there not being running water in the building. Per the staff, the center has been using water jugs poured in containers for handwashing.

Correction Deadline: 10/21/2025

**Recited on 10/21/2025**

**Finding**

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on observation that a staff person diapered an infant and did not wash their hands after diapering due to there not being any running water in the building. Per the staff, water jugs poured in a plastic container is used to wash children's hand.

Correction Deadline: 10/21/2025

Recited on 10/21/2025

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| <b>Policies and Procedures</b> |
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**591-1-1-.21 Operational Policies & Procedures**

Not Met

**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 a fire drill was last conducted on August 28, 2025. The fire extinguishers were last checked on August 28, 2025.

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Correction Deadline: 10/31/2025

Recited on 10/21/2025

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| <b>Sleeping &amp; Resting Equipment</b> |
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)**

Not Met

**Finding**

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on observation that an infant and toddler were laying on loose fitting crib sheets in classroom B. Consultant also observed all nine cribs had loose fitting sheets on this date.

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Correction Deadline: 10/21/2025

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| <b>Staff Records</b> |
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**Records Reviewed: 7**

**Records with Missing/Incomplete Components: 1**

Staff # 7

Not Met

Date of Hire: 02/19/2019

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

**Finding**

591-1-1-.09(1.)(b) requires the Center to ensure that every Director 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 Director 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 review of records that staff #7 with a hire date of February 19, 2019 who is listed as the director was observed interacting with children without a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present as their Comprehensive Records Check was expired.

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**Correction Deadline: 10/21/2025**

**Recited on 10/21/2025**

**Finding**

591-1-1-.09(1)(l)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on review of records that staff #7 with a hire date of February 19, 2019 who is listed as the director was observed interacting with children without a new Comprehensive Records Check Determination as their Comprehensive Records Check was expired.

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**Correction Deadline: 10/21/2025**

**Recited on 10/21/2025**

**591-1-1-.14 First Aid & CPR(CR)****Not Met****Finding**

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 review of records that less than 50 percent of staff had pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid training. Consultant observed one staff member with current pediatric CPR training.

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**Correction Deadline: 10/21/2025**

591-1-1-.24 Personnel Records

Met

Correction Deadline: 8/31/2025

Corrected on 10/21/2025

.24(1) - Previous citation of no file available for review for staff #8 was corrected on this date. Per the director the staff is no longer employed at the facility.

Correction Deadline: 9/4/2025

Corrected on 10/21/2025

.24(2) - Previous citation of the center failing to maintain attendance records for employees within the preceding six months as required when the center failed to submit the requested records after they were requested by the Consultant was observed to be corrected on this date.

591-1-1-.33 Staff Training

Defer

Correction Deadline: 8/26/2025

Corrected on 10/21/2025

.33(1) - Previous citation of no evidence of an initial orientation conducted for staff #2, #3, and #7 was observed to be corrected as initial orientation was observed on this date.

Defer

591-1-1-.33(5)(a)-Previous citation of staff #1 had zero of ten annual required hours of training for 2024. 2024. Staff #4 had two of ten annual required hours of training for 2024. 2024. Staff #6 had one of ten annual required hours of training for 2024. Staff #9 had zero of ten annual required hours of training for 2024 will be deferred on the next visit date in 2026.

Correction Deadline: 9/25/2025

591-1-1-.31 Staff(CR)

Not Met

Finding

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on review of records that staff #1, and #4, are listed as lead teachers did not meet minimum academic requirements. Consultant observed professional learning plans were not filled out completely as there was no name of a state approved trainer or a College/ University.

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Correction Deadline: 10/21/2025

Recited on 10/21/2025