



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: 12/17/2021 **VisitType:** Licensing Study

Arrival: 2:30 PM

Departure: 4:45 PM

CCLC-279

The Family Tree Child Development Center

309 W. 4th Ave. Albany, GA 31701 Dougherty County
 (229) 312-2103 stfavors@phoebehealth.com

Regional Consultant

Debrik Perry

Phone: (478) 599-9821

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debrik.perry@dec.al.ga.gov

Mailing Address

P.O. Box 3770
 Albany, GA 31702

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.
12/17/2021	Licensing Study	Good Standing	
05/27/2021	Complaint Investigation & Monitoring Visit	Good Standing	
05/26/2021	Complaint Closure	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-Infant 1	Infants and One Year Olds	1	4	C	10	C	NA	NA	Transitioning, Nap
Main	B-Infant 2	Infants and One Year Olds	2	3	C	10	C	NA	NA	Nap
Main	C-Infant 3	Infants	2	6	C	10	C	NA	NA	Floor Play
Main	D-Baby 1	One Year Olds	2	7	C	17	C	NA	NA	Nap
Main	E-Baby 2	One Year Olds	2	7	C	14	C	NA	NA	Nap
Main	F-Baby 3	One Year Olds	2	9	C	22	C	NA	NA	Nap
Main	G-Toddler 3	Two Year Olds	2	6	C	18	C	NA	NA	Nap
Main	H-Toddler 2	Two Year Olds	2	7	C	17	C	NA	NA	Nap
Main	I-Toddler 1		2	0	C	16	C	NA	NA	Nap
Main	J-School age 2	Three Year Olds	2	11	C	45	C	NA	NA	Nap
Main	K-Pre-K 3	Two Year Olds	2	4	C	45	C	NA	NA	Nap
Main	L-Pre-K 1	Three Year Olds and Four Year Olds	2	15	C	34	C	NA	NA	Nap
Main	M-Pre-K 2		0	0	C	34	C	NA	NA	
Main	N Preschool-2		0	0	C	34	C	NA	NA	
Main	O Preschool-1		0	0	C	34	C	NA	NA	
Total Capacity @35 sq. ft.: 253			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Zoning				
Total # Children this Date: 79			Total Capacity @35 sq. ft.: 253			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A-Infants & Toddlers	29	C
Main	B Elementary	76	C
Main	C-Preschool & Pre-K	78	C

Comments

An Administrative Review was conducted on December 17, 2021. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on December 21, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic.

Plan of Improvement: No Plan Developed

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.state.ga.us/CCS/Regulations.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



Important New Deadlines:

Due to the ongoing COVID restrictions, the deadline to become Quality Rated for programs who want to continue to receive Childcare and Parent Services (CAPS), has been extended to at least December 31, 2021.

Get started today! Sign up by completing a short online application: <https://qualityrated.dec.state.ga.us/>
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or qualityrated@dec.state.ga.us

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), e-mail the following information to CCSRefutations@dec.state.ga.us.

- 1) Facility name, license 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 rule number(s) that you are refuting, along with your concerns or questions regarding the rule citation

Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date.

A sample form for submitting a refutation can be found at: <http://dec.state.ga.us/ChildCareServices/RefutationInformation.aspx>

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)

Stacy Favors, Program Official

Date

Debrik Perry, Consultant

Date



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Findings Report

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The following information is associated with a Licensing Study:

Activities and Equipment

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

Met

Comment

A variety of equipment and toys were observed throughout the center.

591-1-1-.35 Swimming Pools & Water-related Activities(CR)

Met

Comment

Center does not provide swimming activities.

Facility

591-1-1-.19 License Capacity(CR)

Met

Comment

Licensed capacity observed to be routinely met by center.

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

Met

Comment

Center appears clean and well maintained.

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

Met

Correction Deadline: 5/28/2021

Corrected on 12/17/2021

Previous citation correction. It was determined based on statement from the director that the teachers are required to check the students upon arrival and during their outdoor playtime. There were no rule violations on this day.

Health and Hygiene

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

Staff state proper knowledge of diapering procedures.

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

Hand washing and sanitizing requirements for diapering were discussed with the Director/Provider on this date of December 21, 2021.

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

The Provider currently does not dispense/administer medication.

Policies and Procedures

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

Consultant reminded the Consultant to complete the monthly frill form by inspecting the smoke detector and fire extinguisher.

Safety

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

Staff were observed to maintain a positive learning environment on this date.

591-1-1-.36 Transportation(CR)	Met
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Comment

Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Discussed SIDS and infant sleeping position.

Staff Records

Records Reviewed: 48

Records with Missing/Incomplete Components: 0

Staff # 1	Met
Date of Hire: 05/16/2005	

Staff # 2	Met
Date of Hire: 06/26/1995	

Staff # 3	Met
Date of Hire: 05/05/2008	

Staff # 4	Met
Date of Hire: 08/21/2001	

Staff # 5 Date of Hire: 07/11/2019	Met
Staff # 6 Date of Hire: 09/27/2010	Met
Staff # 7 Date of Hire: 06/29/2020	Met
Staff # 8 Date of Hire: 04/08/2002	Met
Staff # 9 Date of Hire: 04/08/2002	Met
Staff # 10 Date of Hire: 10/11/2002	Met
Staff # 11 Date of Hire: 02/18/2019	Met
Staff # 12 Date of Hire: 08/23/2021	Met
Staff # 13 Date of Hire: 12/14/2009	Met
Staff # 14 Date of Hire: 09/13/2021	Met
Staff # 15 Date of Hire: 09/14/2020	Met
Staff # 16 Date of Hire: 05/04/2021	Met
Staff # 17 Date of Hire: 10/21/1996	Met
Staff # 18 Date of Hire: 09/14/2020	Met
Staff # 19 Date of Hire: 09/13/2021	Met

Staff # 20	Met
Date of Hire: 11/08/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 21	Met
Date of Hire: 08/20/2018	
Staff # 22	Met
Date of Hire: 08/20/2018	
Staff # 23	Met
Date of Hire: 03/17/1997	
Staff # 24	Met
Date of Hire: 07/23/2001	
Staff # 25	Met
Date of Hire: 10/21/2019	
Staff # 26	Met
Date of Hire: 09/27/2021	
Staff # 27	Met
Date of Hire: 02/10/1998	
Staff # 28	Met
Date of Hire: 07/13/1998	
Staff # 29	Met
Date of Hire: 01/04/1999	
Staff # 30	Met
Date of Hire: 05/31/2011	
Staff # 31	Met
Date of Hire: 12/07/2020	
Staff # 32	Met
Date of Hire: 09/09/2013	
Staff # 33	Met
Date of Hire: 09/09/2013	
Staff # 34	Met
Date of Hire: 08/19/2019	

Records Reviewed: 48**Records with Missing/Incomplete Components: 0**

Staff # 35	Met
Date of Hire: 08/19/2019	
Staff # 36	Met
Date of Hire: 05/14/2018	
Staff # 37	Met
Date of Hire: 03/23/1994	
Staff # 38	Met
Date of Hire: 05/16/2005	
Staff # 39	Met
Date of Hire: 05/16/2005	
Staff # 40	Met
Date of Hire: 05/12/2021	
Staff # 41	Met
Date of Hire: 12/04/2019	
Staff # 42	Met
Date of Hire: 03/09/2020	
Staff # 43	Met
Date of Hire: 10/08/1993	
Staff # 44	Met
Date of Hire: 01/08/1993	
Staff # 45	Met
Date of Hire: 12/03/2018	
Staff # 46	Met
Date of Hire: 04/26/2021	
Staff # 47	Met
Date of Hire: 12/22/2015	
Staff # 48	Met
Date of Hire: 12/07/2015	

Staff Credentials Reviewed: 13

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

Comment

Criminal record checks were observed to be complete.

Comment

Director provided 9 files for employees hired since last visit on May 27, 2021.

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.