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: 9/30/2025 **VisitType:** Licensing Study **Arrival:** 9:15 AM **Departure:** 3:45 PM

CCLC-23206
Zion Baptist Academy
165 Lemon Street Marietta, GA 30060 Cobb County
(770) 779-9228

Regional Consultant
Kaiyah Werts
Phone: (912) 544-9793
Fax: (912) 544-9757
kaiyah.werts@decal.ga.gov

Mailing Address
Same

Quality Rated: No

Compliance Zone Designation		
09/30/2025	Licensing Study	Good Standing
09/11/2024	Licensing Study	Good Standing
08/24/2023	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	2141		0	0	C	13	C	NA	NA	
Main	2144	Two Year Olds	1	10	C	13	C	NA	NA	Free Play
Main	2146	One Year Olds	1	6	C	11	C	NA	NA	Free Play
Main	2148		0	0	C	11	C	NA	NA	
Main	2149	Infants	2	5	C	11	C	NA	NA	Nap,Feeding
Main	2153	One Year Olds	1	6	C	13	C	NA	NA	Free Play
Main	2164	Three Year Olds	1	8	C	13	C	NA	NA	Centers,Art
Main	2166	Two Year Olds	1	6	C	13	C	NA	NA	Free Play
Main	2233		0	0	C	17	C	NA	NA	
Main	2235		0	0	C	17	C	NA	NA	
Main	2236 PK1	GA PreK	2	19	C	20	C	NA	NA	Free Play
Main	2237 PK2		0	0	C	22	C	NA	NA	

Total Capacity @35 sq. ft.: 96 | Total Capacity @25 sq. ft.: 0 | Building @35 capacity limited by Playground Limitations

Total # Children this Date: 60 | Total Capacity @35 sq. ft.: 96 | Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	PLAYGROUND	32	C
Main	Right Playground	33	C

Enrolled Children						
Under 1 years	**1 years**	**2 years**	**3 years**	**4 years**	**5 years (Prekonly)**	**5 years and older**
5	12	17	17	20	0	0

Comments
Consultant discussed the new rule changes that went into effect July 1, 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.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 techincal assistance is available!**

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Summary Report

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The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities **Not Met**

Finding
591-1-1-.03(2) requires the Center to keep current lesson plans on site that reflect appropriate instruction practices and activities to support children's development The Center shall have sufficient and varied play and learning equipment and materials to support the above program of activities in all developmental areas. It was determined based on observation that 7 of 8 classrooms were missing an updated lesson plan at the time of the visit.

POI (Plan of Improvement)
The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

Correction Deadline: 9/30/2025

Comment
Age-appropriate activities observed throughout the center.

591-1-1-.12 Equipment & Toys(CR) **Technical Assistance**

Comment
Discussed adding equipment and toys to enhance variety for the younger children.

Technical Assistance
591-1-1-.12(2) - Discussed with the Director to please ensure the sink buckets weren't missing in the child size kitchen sets and child sized furniture were free of any rips and tears with exposed foam.

Correction Deadline: 9/30/2025

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 **Met**

Comment
Parent agreements observed obtained/completed.

Comment
Records were observed to be complete and well organized.

591-1-1-.06 Bathrooms **Technical Assistance**

Technical Assistance
591-1-1-.06(4) - Discussed with the Director to be sure the exhaust vents are cleaned and free of any dust to ensure they are working properly.

Correction Deadline: 10/30/2025

Technical Assistance
591-1-1-.06(7) - Discussed with the Director to ensure the bathroom used by children are cleaned regularly or as needed throughout the day.

Correction Deadline: 9/30/2025

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**

Comment
Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

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 the following hazards were observed:
-Classroom 2166 had an unlocked cabinet with two large buckets of disinfectant wipes, a tube of Crest toothpaste and a toothbrush on the counter, hand sanitizer on a shelf accessible to children.
-Classroom 2164 had an unlocked cabinet under the sink in the classroom with multiple cleaning solutions accessible to children.
-Classroom 2236 had a pack of Arm and Hammer Wipes, labeled keep out of reach of children, in a child backpack accessible to children.

POI (Plan of Improvement)
The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 9/30/2025

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, Classroom 2144 had a missing outlet plate and a large hole in the wall behind the door that measured approximately 5.5 inches wide.

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: 9/30/2025

Finding
591-1-1-.25(8) requires protective caps on all unused electrical outlets within children's reach and requires that electrical outlets in use be made inaccessible to children. It was determined based on observation the following classrooms had uncovered electrical outlets:
-Classroom 2166 had one missing cover.
-Classroom 2146 had four missing covers.
-Classroom 2164 had one missing cover.

POI (Plan of Improvement)
The Center will train Staff to check outlets and replace protective caps when needed and identify and monitor how outlets in use are inaccessible to children.

Correction Deadline: 9/30/2025

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

Technical Assistance
591-1-1-.26(9) - The Playground was under construction at the time of the visit. Discussed with the Director ensure the resilient surface installed had the proper documentation and met the regulation for the height of the play structure.

Correction Deadline: 9/30/2025

Food Service

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

Comment
Center menu meets USDA guidelines.

Comment
Please ensure that infant feeding forms are updated regularly and completely filled out leaving no blanks.

591-1-1-.18 Kitchen Operations **Met**

Comment
Kitchen appears clean and well organized on this date.

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
Staff stated proper hand washing procedures on this date.

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

Comment
Documentation for medication dispensing observed completed on this date.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures **Met**

Comment
Program observed complete emergency drills

Safety

591-1-1-.05 Animals **N/A**

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) **N/A**

Comment
Center does not participate in field trips at this time.

591-1-1-.36 Transportation(CR) **N/A**

Comment
Center does not provide routine transportation.

Sleeping & Resting Equipment

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

Comment
Discussed SIDS and infant sleeping position.

Comment
The correct number of cots, sheets and blankets were observed on this date. Cleaning and disinfecting of cots was discussed with the staff on this date.

Technical Assistance
591-1-1-.30(2) - Discussed with the Director to ensure there are no blankets in the cribs while a child is using the crib. two blankets were in the cribs but the children were not in the classroom at the time of the visit.

Correction Deadline: 9/30/2025

Technical Assistance
591-1-1-.30(4) - Discussed with the Director to ensure cots are covered if stored in the classroom to make them inaccessible to the children.

Correction Deadline: 9/30/2025

Staff Records

Records Reviewed: 14 | **Records with Missing/Incomplete Components: 6**

Staff # 5 — Not Met

Date of Hire: 07/17/2025 — Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

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

Staff # 7 — Not Met

Date of Hire: 07/28/2025 — Reminder - Health & Safety training is required within 90 calendar days of hired

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 9 — Not Met

Date of Hire: 09/23/2024

"Missing/Incomplete Components"

.33(4)-Food Prep Training Missing 4 hrs.,.33(3)-Health & Safety Certificate

Staff # 10 — Not Met

Date of Hire: 09/05/2023

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 13 — Not Met

Date of Hire: 09/04/2024

"Missing/Incomplete Components"

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

Staff # 14 — Not Met

Date of Hire: 12/13/2024

"Missing/Incomplete Components"

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

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) — **Not Met**

Comment
Director provided four files for employees hired since last visit.

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 review of records staff #7 was present and caring for children without a completed records check on file at the time of the visit.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will view videos 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 view videos to ensure the CRC rules are maintained.

Correction Deadline: 9/30/2025

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 staff #7 was hired more than 12 months of their criminal records check determination and a new records check was not completed.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will view videos to ensure that the 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. 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 view videos to ensure the CRC rules are maintained.

Correction Deadline: 9/30/2025

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

Comment
Complete first aid kits observed in center on this date.

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 3 of 14 staff members were missing their First Aid and CPR Certificate at the time of the visit.

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: 10/30/2025

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

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 review of records 4 of 14 staff member were missing their Health and Safety Orientation at the time of the visit.

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: 10/30/2025

Technical Assistance

591-1-1-.33(4) - Discuss with the Director to ensure the staff responsible for food prep has a completed Nutrition Training that's equivalent to 4 clock hours.

Correction Deadline: 10/30/2025

Technical Assistance

591-1-1-.33(5)(a) - New - Discussed with the Director to ensure all staff complete their on-going Annual Training after one year of their hire date. It was further 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: 10/30/2025

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

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months. It was further discussed for the Director to complete a Professional Learning Plan for each staff currently enrolled in an educational program.

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) **Not Met**

Comment

A supervision plan was created for the GA PreK classroom to use the bathroom located across the hall. Discussed with the Director that staff must be present with the child while utilizing the bathroom on this date.

Finding
591-1-1-.32(7) requires that children be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger. It was determined based on observation, staff member in Classroom 2166 walked out of the classroom the retrieve an item from another classroom and left six children unattended in the classroom for approximately one minute.

POI (Plan of Improvement)
The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times.

Correction Deadline: 9/30/2025