



**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:** 10/1/2025 **VisitType:** Licensing Study

**Arrival:** 9:15 AM **Departure:** 1:20 PM

**CCLC-50806**

**Gordon Early Childhood Development Center**

7414 Fairmount Highway, SE Calhoun, GA 30701 Gordon County  
(770) 625-3306

Regional Consultant

Randy Gaytan

Phone: (770) 357-7022

Fax: (770) 357-7021

randy.gaytan@dec.al.ga.gov

**Mailing Address**

Same

**Quality Rated:** No

| <b>Compliance Zone Designation</b> |                 |               | <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. |
|------------------------------------|-----------------|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10/01/2025                         | Licensing Study | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 08/14/2024                         | Licensing Study | Good Standing |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 02/29/2024                         | Licensing Study | 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 - 2nd Right | GA PreK                            | 2     | 16       | C    | 25         | C            | NA         | NA           | Centers |
| Main     | B - 1st Right | Three Year Olds and Four Year Olds | 6     | 14       | C    | 20         | C            | NA         | NA           | Centers |
| Main     | C - 3rd Right | Three Year Olds and Four Year Olds | 2     | 9        | C    | 25         | C            | NA         | NA           | Centers |
| Main     | D - 2nd Left  | Three Year Olds                    | 2     | 13       | C    | 19         | C            | NA         | NA           | Outside |
| Main     | E - 3rd left  | Three Year Olds                    | 2     | 9        | C    | 19         | C            | NA         | NA           | Outside |
| Main     | F - 1st left  |                                    | 0     | 0        | C    | 19         | C            | NA         | NA           |         |

Total Capacity @35 sq. ft.: 127

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 61

Total Capacity @35 sq. ft.: 127

Total Capacity @25 sq. ft.: 0

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------|----------------------|-----------------------|
| Main     | A          | 86                   | C                     |

| <b>Enrolled Children</b> |         |         |         |         |                    |                   |
|--------------------------|---------|---------|---------|---------|--------------------|-------------------|
| Under 1 years            | 1 years | 2 years | 3 years | 4 years | 5 years (Prekonly) | 5 years and older |
| 0                        | 0       | 0       | 68      | 19      | 0                  | 0                 |

### Comments

The purpose of this visit was to conduct a Licensing Study.

A One Day criminal records check letter was left at the center on this date.

Consultant emailed the Affidavit Verifying Completion of Background Check Video Units this date which must be completed by an Officer and returned to the Consultant within five business days (October 8, 2025).

Discussed 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. Also discussed 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.al.ga.gov/CCS/RulesAndRegulations.aspx> or through the Center on Shaken Baby Syndrome found at: <https://dontshake.org/>.

Discussed that all Employees, including volunteers, independent contractors, students-in-training, etc. should have a completed initial program orientation form on file.

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.

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.

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.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

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



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Summary Report

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Same

The following information is associated with a Licensing Study:

Activities and Equipment

591-1-1-.03 Activities

Met

Comment

Age-appropriate activities observed throughout the center.

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

Met

Comment

Records were observed to be complete and well organized.

Facility

591-1-1-.06 Bathrooms

Met

Comment

Bathrooms observed to be clean and well maintained.

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)

Met

Comment

No hazards observed accessible to children on this date.

Comment

The Center appeared clean and well maintained on this date.

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

**Comment**

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

**Food Service**

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

**Comment**

Center menu meets USDA guidelines.

**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)** N/A

**Comment**

No children enrolled who require diapering. School age children attend only for after school hours.

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

**Comment**

Staff were observed to remind children to wash hands 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**

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

**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)** Met

**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.

**Staff Records**

|                                        |                                                                                             |
|----------------------------------------|---------------------------------------------------------------------------------------------|
| Staff # 4                              | Not Met                                                                                     |
| Date of Hire: 10/01/2025               | <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u> |
| <u>"Missing/Incomplete Components"</u> |                                                                                             |
| .09-Criminal Records Check Missing     |                                                                                             |
| Staff # 5                              | Not Met                                                                                     |
| Date of Hire: 10/01/2025               | <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u> |
| <u>"Missing/Incomplete Components"</u> |                                                                                             |
| .09-Criminal Records Check Missing     |                                                                                             |
| Staff # 11                             | Not Met                                                                                     |
| Date of Hire: 10/01/2025               | <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u> |
| <u>"Missing/Incomplete Components"</u> |                                                                                             |
| .09-Criminal Records Check Missing     |                                                                                             |
| Staff # 18                             | Not Met                                                                                     |
| Date of Hire: 09/09/2025               | <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u> |
| <u>"Missing/Incomplete Components"</u> |                                                                                             |
| .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 staff #4, #5, #11, and #18 had not submitted a Records Check Application to the Department nor Fingerprints to an authorized fingerprinting site.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will routinely review Criminal Records Checks 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 follow the protocols presented in the training videos to ensure the CRC rules are maintained.

**Correction Deadline: 10/1/2025****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 #4, #5, and #11 did not have a current satisfactory Comprehensive Records Check Determination on file on this date. These staff members were Students-in-Training being supervised in Room B - 1st Right with a hire date of October 1, 2025.

**POI (Plan of Improvement)**

**IMMEDIATE CORRECTION** - The Center will routinely review all staff Criminal Records Checks 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 follow the protocols presented in the training videos to ensure the CRC rules are maintained.

**Correction Deadline: 10/1/2025**

**Finding**

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on a review of records that staff #18, with a hire date of September 9, 2025, was supervised in Room B - 1st Right, had a current satisfactory Comprehensive Records Check Determination letter with a portability deadline of August 15, 2025, that had not been ported.

**POI (Plan of Improvement)**

**IMMEDIATE CORRECTION** - The Center will routinely review all staff, therapist, independent contractors, and students-in-training Criminal Background Checks to ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. 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 follow the protocols presented in the training videos to ensure CRC rules are maintained.

**Correction Deadline: 10/1/2025**

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**591-1-1-.14 First Aid & CPR(CR)****Met****Comment**

Evidence observed of 100% of center Staff certified in First Aid and CPR containing emergency care for infants and children on this date.

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**591-1-1-.33 Staff Training****Met****Comment**

Documentation observed of required staff training.

**Correction Deadline: 3/30/2024**

**Corrected on 10/1/2025**

**.33(5) - The previous citation was observed to be corrected on this date. Documentation of annual training was observed.**

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

Staff observed to be compliant with applicable laws and regulations.

|                                 |
|---------------------------------|
| <b>Staffing and Supervision</b> |
|---------------------------------|

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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)****Met****Comment**

Center observed to maintain appropriate staff:child ratios.

**Comment**

Staff observed to provide direct supervision and be attentive to children's needs.