



**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:** 8/31/2022 **VisitType:** Licensing Study

**Arrival:** 11:45 AM **Departure:** 1:00 PM

**CCLC-47193**

**The Children's Learning Center at Kennestone Hospital**

84 Lacy Street Marietta, GA 30060 Cobb County  
 (770) 793-7570 ashley.laster@brighthorizons.com

**Regional Consultant**

Evelyn McBurne

Phone: (770) 405-7958

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evelyn.mcburne@decal.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.
08/31/2022	Licensing Study	Good Standing	
06/17/2022	Incident Investigation Closure	Good Standing	
06/16/2022	Incident Investigation & Follow Up	Good Standing	

**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	A- Level 1-1L	Infants	2	5	C	8	C	NA	NA	Lunch,Feeding
Main	B Level 1-2L	Infants	2	6	C	8	C	NA	NA	Lunch
Main	C Level 1- 3L	Infants	2	7	C	8	C	NA	NA	Lunch
Main	D Level 1 3L	One Year Olds	2	6	C	10	C	NA	NA	Lunch,Nap
Main	E Level 1 4L	One Year Olds	2	8	C	10	C	NA	NA	Lunch,Nap
Main	F- Level 1- 1R	Infants	2	6	C	8	C	NA	NA	Lunch
Main	G Level 1-2R		0	0	C	8	C	NA	NA	
Main	H Level 1-3R	One Year Olds	1	8	C	10	C	NA	NA	Nap
Main	I Level 1- 4R	One Year Olds	2	10	C	10	C	NA	NA	Nap
Main	J Level 2- 1L	Two Year Olds	3	13	C	16	C	NA	NA	Nap
Main	K Level 2- 2L	Two Year Olds	3	13	C	16	C	NA	NA	Nap
Main	L- Level 2 3L		0	0	C	22	C	NA	NA	
Main	M Level 2- 4L		0	0	C	22	C	NA	NA	
Main	N Level 2 1R	Three Year Olds	2	15	C	20	C	NA	NA	Nap
Main	O Level 2- 2R	Three Year Olds	2	16	C	20	C	NA	NA	Lunch
Main	P level 2- 3R	PreK	2	22	C	22	C	NA	NA	Lunch,Transitioning
Main	Q Level 2 4R	PreK	2	21	C	22	C	NA	NA	Lunch,Transitioning

Total Capacity @35 sq. ft.: 240			Total Capacity @25 sq. ft.: 0		
Total # Children this Date: 156			Total Capacity @35 sq. ft.: 240		
			Total Capacity @25 sq. ft.: 0		

<u>Building</u>	<u>Playground</u>	<u>Playground Occupancy</u>	<u>Playground Compliance</u>
Main	A- Top	51	C
Main	B- Bottom/Slide	49	C

**Comments**

An in-person inspection was conducted on August 31 2022 with the Provider. The provider's signature on the administrative review letter was obtained on August 31, 2022. An Administrative Review was conducted on September 7, 2022. Staff files, children's files, training, and background checks were all reviewed.

Plan of Improvement: Developed This Date 08/31/2022

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



**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!**

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](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.'





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**Findings Report**

**Date:** 8/31/2022 **VisitType:** Licensing Study

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Same

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)**

**Not Evaluated**

**Comment**

Center does not provide swimming activities.

**Children's Records**

**Records Reviewed: 5**

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

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

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

**Met**

**Comment**

Records were observed to be complete and well organized.

**Facility**

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

**Comment**

Licensed capacity observed to be routinely met by center.

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

**Comment**

Center appears clean and well maintained.

**Comment**

No hazards observed accessible to children on this date.

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

**Comment**

Playground observed to be clean and in good repair.

**Correction Deadline: 4/1/2022**

**Corrected on 8/31/2022**

**.26(6) - Correction of the previous citation in that consultant observed the large climbing ropes and splintering wooden tables to be removed from the large playground.**

**Correction Deadline: 3/28/2022**

**Corrected on 8/31/2022**

**.26(9) - Correction of the previous citation in that consultant observed no potential hazards accessible to children on the large or small playground areas.**

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**Food Service**

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

**Correction Deadline: 6/20/2022**

**Corrected on 8/31/2022**

**.15(3) - Correction of the previous citation in that consultant observed infants bottles in all infant classrooms to be labeled and dated.**

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

**Comment**

Kitchen appears clean and well organized.

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**Health and Hygiene**

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

**Comment**

Staff stated proper knowledge of diapering procedures.

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

**Comment**

Proper hand washing observed throughout the center.

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**591-1-1-.20 Medications(CR)** **Not Evaluated**

**Comment**

The Provider currently does not dispense/administer medication.

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**Policies and Procedures**

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

Observed complete emergency drills.

**Safety**

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

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

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**591-1-1-.36 Transportation(CR)****Not Evaluated****Comment**

Center does not provide routine transportation.

**Sleeping & Resting Equipment**

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

Discussed SIDS and infant sleeping position.

**Comment**

Pleasant naptime environment observed.

**Staff Records****Records Reviewed: 44****Records with Missing/Incomplete Components: 24**

Staff # 1

Met

Date of Hire: 08/11/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 2

Not Met

Date of Hire: 02/06/2002

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 3

Not Met

Date of Hire: 04/11/2022

"Missing/Incomplete Components"

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

Staff # 4

Not Met

Date of Hire: 01/23/2019

"Missing/Incomplete Components"

.33(3)-Health &amp; Safety Certificate,.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

Date of Hire: 12/02/2013

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 6 Date of Hire: 04/08/2019	Met
Staff # 7 Date of Hire: 02/01/2021 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 8 Date of Hire: 12/02/2013 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 9 Date of Hire: 07/11/2018 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 10 Date of Hire: 06/01/2016 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 11 Date of Hire: 08/22/2016	Met
Staff # 12 Date of Hire: 12/02/2013 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 13 Date of Hire: 02/07/2022 <u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	Not Met
Staff # 14 Date of Hire: 07/25/2019	Met
Staff # 15 Date of Hire: 10/04/2001	Met
Staff # 16 Date of Hire: 06/10/2021	Not Met

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<u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate	
Staff # 17 Date of Hire: 12/02/2013	Not Met
<u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	
Staff # 18 Date of Hire: 05/07/2021	Not Met
<u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 19 Date of Hire: 11/30/2020	Not Met
<u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	
Staff # 20 Date of Hire: 12/06/2021	Not Met
<u>"Missing/Incomplete Components"</u> .14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate	
Staff # 21 Date of Hire: 07/11/2012	Met
Staff # 22 Date of Hire: 01/28/2019	Not Met
<u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	
Staff # 23 Date of Hire: 07/25/2022	Met
Staff # 24 Date of Hire: 03/10/2014	Met
Staff # 25 Date of Hire: 02/08/2021	Not Met
<u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	
Staff # 26 Date of Hire: 02/14/2000	Met



Staff # 27 Date of Hire: 12/02/2013	Met
Staff # 28 Date of Hire: 06/13/2016	Met
Staff # 29 Date of Hire: 12/14/2020 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 30 Date of Hire: 12/31/2020 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 31 Date of Hire: 02/26/2018 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 32 Date of Hire: 08/22/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 33 Date of Hire: 02/09/2015	Met
Staff # 34 Date of Hire: 12/02/2013	Met
Staff # 35 Date of Hire: 10/18/2017 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 36 Date of Hire: 09/13/2021 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate	Not Met
Staff # 37 Date of Hire: 02/05/2021 <u>"Missing/Incomplete Components"</u>	Not Met

**Records Reviewed: 44****Records with Missing/Incomplete Components: 24**

.33(3)-Health & Safety Certificate

Staff # 38	Met
Date of Hire: 05/23/2021	
Staff # 39	Met
Date of Hire: 06/01/2021	
Staff # 40	Met
Date of Hire: 08/08/2022	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 41	Met
Date of Hire: 08/15/2022	<u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 42	Met
Date of Hire: 10/23/2014	
Staff # 43	Met
Date of Hire: 07/05/2022	
Staff # 44	Not Met
Date of Hire: 02/01/2006	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate,.33(5)-10 Hrs. Annual Training	

**Staff Credentials Reviewed: 9****591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Met****Comment**

Director provided five files for employees hired since last visit on June 16, 2022.

**Comment**

Satisfactory comprehensive criminal record checks were observed to be complete for all staff on this date.

**591-1-1-.14 First Aid & CPR Not Met****Comment**

Evidence observed of 50% of center staff certified in First Aid and CPR.

**Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of record staff member #2, staff member #13, staff member #18, and staff member #20 did not have evidence of completing CPR and First Aid training, as required.

**POI (Plan of Improvement)**

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

**Correction Deadline: 9/30/2022**

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

**Not Met**

**Technical Assistance**

591-1-1-.33 - Please ensure the director and cook complete four clock hours of training in food nutrition within the first year of employment.

**Finding**

591-1-1-.33(3) 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: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; 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; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; 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); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on a review of records staff member #3, staff member #4, staff member #13, staff member #16, staff member #18, staff member #19, staff member #20, staff member #36, staff member #37, and staff member #44 did not have evidence of completing health and safety orientation within 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: 9/30/2022**

**Finding**

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on a review of records staff member #2, staff member #4, staff member #5, staff member #7, staff member #8, staff member #9, staff member #10, staff member #12, staff member #17, staff member #19, staff member #22, staff member #25, staff member #29, staff member #30, staff member #31, staff member #35, and staff member #44 did not have evidence of completing ten clock hours of annual training in 2021, as required.

**POI (Plan of Improvement)**

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

**Correction Deadline: 9/30/2022**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Staffing and Supervision**

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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.

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**591-1-1-.32 Supervision(CR)****Met****Comment**

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