



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: 12/22/2022 **VisitType:** Monitoring Visit

Arrival: 9:30 AM

Departure: 10:30 AM

CCLC-54641

Lemon Tree Academy

1483 Snows Mill Rd. Monroe, GA 30655 Walton County
 (770) 464-0768 Cindy@lemontreeacademy.com

Regional Consultant

Rebekah Mullinax

Phone: (770) 357-7056

Fax: (770) 357-7055

rebekah.mullinax@decal.ga.gov

Mailing Address

Same

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.
12/22/2022	Monitoring Visit	Good Standing	
08/05/2022	Incident Investigation Closure	Good Standing	
07/07/2022	Incident Investigation & Follow Up	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
Building II	A-Pre-K		0	0	C	23	C	NA	NA	
Building II	B-Afterschool		0	0	C	14	C	NA	NA	
Total Capacity @35 sq. ft.: 37			Total Capacity @25 sq. ft.: 0							
Main Building	Left Hall: 1L-Infants	Infants	1	5	C	6	C	NA	NA	Nap
Main Building	Left Hall: 1R-Threes	Three Year Olds	1	6	C	15	C	NA	NA	Art
Main Building	Left Hall: 2R-Infants	Infants	1	3	C	9	C	NA	NA	Floor Play
Main Building	Left Hall:2L- Ones	One Year Olds	2	11	C	17	C	NA	NA	Art
Main Building	Right Hall: 1L-Twos	Two Year Olds	1	6	C	15	C	NA	NA	Free Play
Main Building	Right Hall: 1R-Twos	Two Year Olds	1	4	C	15	C	NA	NA	Centers
Main Building	Right Hall: 2R-Threes/ Fours	Four Year Olds	1	11	C	18	C	NA	NA	Centers
Main Building	Right Hall:2L-Pre-K	Four Year Olds and Five Year Olds and Six Year Olds and Over	1	6	C	19	C	NA	NA	Free Play
Total Capacity @35 sq. ft.: 114			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 52			Total Capacity @35 sq. ft.: 151			Total Capacity @25 sq. ft.: 0				

Comments

Consultant requested to review all Criminal Record checks for all employees hired after last visit. Director provided seven files for employees hired since last visit.

Plan of Improvement: No Plan Developed 01/01/0001

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 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.state.ga.us 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 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)

Cindy Lancaster, Program Official

Date

Rebekah Mullinax, Consultant

Date



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Findings Report

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The following information is associated with a Monitoring Visit:

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)

N/A

Comment

Center does not provide swimming activities.

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.

591-1-1.25 Physical Plant - Safe Environment(CR)

Met

Comment

No hazards observed accessible to children on this date.

591-1-1.26 Playgrounds(CR)

Met

Comment

Playground observed to be clean and in good repair.

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

Proper hand washing observed throughout the center.

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

Documentation for medication dispensing observed complete.

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

Complete documentation of transportation observed.

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.

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

Records Reviewed: 26

Records with Missing/Incomplete Components: 0
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Staff # 1	Met
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Staff # 2	Met
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Staff # 3	Met
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Staff # 4	Met
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Date of Hire: 01/26/2022

Staff # 5	Met
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Staff # 6	Met
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Date of Hire: 06/21/2021

Staff # 7	Met
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Staff # 8	Met
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Records Reviewed: 26**Records with Missing/Incomplete Components: 0**

Staff # 9	Met
Staff # 10	Met
Staff # 11	Met
Staff # 12	Met
Date of Hire: 09/22/2021	
Staff # 13	Met
Staff # 14	Met
Staff # 15	Met
Staff # 16	Met
Staff # 17	Met
Staff # 18	Met
Staff # 19	Met
Staff # 20	Met
Staff # 21	Met
Staff # 22	Met
Staff # 23	Met
Staff # 24	Met
Date of Hire: 10/01/2021	
Staff # 25	Met
Staff # 26	Met

Staff Credentials Reviewed: 6

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

Criminal record checks were observed to be complete.

Comment

Director provided seven files for employees hired since last visit.

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**

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