



**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:** 10/19/2022 **VisitType:** Licensing Study

**Arrival:** 9:10 AM

**Departure:** 1:00 PM

**CCLC-10796**

**WeeTeach Academy**

63 Hwy 95 Rock Spring, GA 30739 Walker County  
 (706) 375-4105 weeteachacademy@gmail.com

**Regional Consultant**

Chasity Baugh

Phone: (770) 357-1717

Fax: (770) 357-1720

chasity.baugh@dec.al.ga.gov

Joint with: Sharnette Glenn

**Mailing Address**

P.O. Box 539  
 Rock Spring, GA 30739

**Quality Rated:** ★

<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.  <b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules. <b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules. <b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules.
10/19/2022	Licensing Study	Good Standing	
01/27/2022	Monitoring Visit	Good Standing	
08/16/2021	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-1R	Three Year Olds and Four Year Olds	1	7	C	21	C	NA	NA	Outside
Main	B-1L	Infants and One Year Olds	1	5	C	11	C	NA	NA	Floor Play
Main	C- 2L	One Year Olds and Two Year Olds	1	4	C	19	C	NA	NA	Free Play
Main	D-2R		0	0	C	32	C	NA	NA	
Main	E- Right Hall-1R	GA PreK	2	9	C	20	C	NA	NA	Free Play
Total Capacity @35 sq. ft.: 103			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 25			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Main	infant/toddler playground	44	C
Main	Older children playground	268	C

**Comments**

A Licensing Study was completed on October 19, 2022.

Plan of Improvement: Developed This Date 10/19/2022

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.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](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 1 855-800-7747 or [qualityrated@dec.ga.gov](mailto:qualityrated@dec.ga.gov) for more information. Free technical assistance is available!**

Stacie Hoglund, Program Official

Date

Chasity Baugh, Consultant

Date

Sharnette Glenn, 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-.03 Activities

Technical Assistance

Technical Assistance

Consultant discussed 591-1-1-.03(2) which 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.

Correction Deadline: 10/19/2022

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

Defer

Defer

591-1-1-.12(4)- Provider attempted to correct citation by adding cinder blocks to bottom of cabinets, consultant discussed requirements and will observe plastic cabinets throughout center at next visit.

POI (Plan of Improvement)

The Center will ensure that the identified equipment or furniture and any other such existing or future items are secured adequately and will have a system for checking these for stability.

Correction Deadline: 1/27/2022

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

N/A

Comment

Center does not provide swimming activities.

Children's Records

**Comment**

Records were observed to be complete and well organized.

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

Consultant discussed 591-1-1-.06(4) which requires a Center first licensed after March 1, 1991, and Centers that remodel or add to existing plumbing facilities, to have the bathroom area fully enclosed and ventilated to the outside of the building with either an open screened window or functioning exhaust fan and duct system and requires Centers without fully enclosed bathrooms to ensure there is adequate ventilation to control odors and adequate sanitation measures to prevent the spread of contagious diseases.

**Correction Deadline: 11/18/2022****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)****Not Met****Comment**

Please be mindful to keep items that pose a hazard inaccessible to children.

**Comment**

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

**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 that in classroom D-2R consultant observed screws on base of toilet with rust and a 2.5 X 2 inch hole was observed in the door on the right side of the classroom. Furthermore, in classroom E-Right Hall -1R two holes were observed on the right wall, one hole measured 1X1 inch and the other hole measured 1X3 inches.

**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: 10/19/2022****Recited on 10/19/2022****591-1-1-.26 Playgrounds(CR)****Not Met****Finding**

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that the top right back portion of the fence on the older children playground has multiple small metal wires, exposing sharp edges, twisted around the fence. Additionally the fence posts on the right back portion of the older children playground are detached at the top, causing the fence to be loose. Consultant observed excessive chains hanging below the swing seats and rust on swing chains.

**POI (Plan of Improvement)**

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

**Correction Deadline: 10/26/2022**

**Recited on 10/19/2022**

**Finding**

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation on the older children playground, excessive chains hanging below the swing seats and rust on swing chains. Additionally on the infant toddler playground consultant observed broken toys such as a merry-go-round, basketball goals and plastic toys.

**POI (Plan of Improvement)**

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

**Correction Deadline: 10/19/2022**

**Food Service**

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

**Met**

**Comment**

Center menu meets USDA guidelines.

**Health and Hygiene**

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

**Not Met**

**Comment**

Hand washing requirements for diapering were discussed with the director on this date.

**Finding**

591-1-1-.10(2) requires Centers first licensed after March 1, 1991, and Centers that renovate existing plumbing facilities, to have a hand washing sink with running heated water located adjacent to the diapering area. Flush sinks shall not be used for hand washing. Cleansing procedures in other facilities shall be approved by the Department. It was determined based on observation and discussion with staff that no heated water was available throughout the center for hand washing. Furthermore, consultant discussed moving the diapering area closer to the sink in classroom C-2L.

**POI (Plan of Improvement)**

The Center will ensure that a hand washing sink is located adjacent to each diapering area, that flush sinks are not used for handwashing, and that the department has approved cleansing procedures in other facilities, if applicable.

**Correction Deadline: 10/19/2022**

**Recited on 10/19/2022**

**Finding**

591-1-1-.10(5) requires that Center Staff shall not leave infants or children unattended while being diapered or having their clothes changed on the diaper changing surface. It was determined based on observation in classroom C-2L a staff member left a toddler unattended while changing a diaper, to open the classroom door.

**POI (Plan of Improvement)**

The Center will ensure Staff are trained, procedures are reviewed periodically and diaper changing is monitored periodically.

**Correction Deadline: 10/19/2022**

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

**Met**

**Comment**

Staff were observed to remind children to wash hands.

**Comment**

The Provider currently does not dispense/administer medication.

**Organization****591-1-1-.16 Governing Body & License****Technical Assistance****Technical Assistance**

Consultant discussed 591-1-1-.16(f) requires the Center to submit an application for an amended License at least 30 days prior to a change if there is a change in the name of the program or Center, changes in the ages of the children to be served, an increase in the regular hours of operation such that the Center would be providing evening or night-time care in addition to day-time care, changes in the services provided, or additions to or changes in the use of the building by the licensed Center. If an emergency situation arises which makes it impossible to give thirty (30) days' notice, the management of the Center shall notify the Department by telephone and shall submit an application for an amended License as soon as management becomes aware of the change that will be necessitated by the emergency situation. In no case, however, shall a new owner operate the Center without first securing a new License or Permit from the Department. Consultant discussed submitting an amendment to change the A-1R from a non-diapering room to a diapering room.

**Correction Deadline: 10/19/2022**

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

Program observed complete emergency drills

**591-1-1-.27 Posted Notices****Met****Comment**

Observed all required posted notices.

**Safety****591-1-1-.11 Discipline(CR)****Not Met****Comment**

Please be mindful of voice tone in redirecting children.

**Finding**

591-1-1-.11(2) requires that Personnel not: physically or sexually abuse a child or engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center; inflict corporal/physical punishment upon a child; shake, jerk, pinch or handle a child roughly; verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family; isolate a child in a dark room, closet or unsupervised area; use mechanical or physical restraints or devices to discipline children; use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent; restrict unreasonably a child from going to the bathroom; punish toileting accidents; force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks; force or withhold naps; allow children to discipline or humiliate other children; or confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat. It was determined based on observation that in classroom A-1R, a teacher was observed to handle a child roughly as they picked up a three-year-old child by the right arm and tossed over their shoulder then proceeded to hold another three-year-old child by the right arm as they walked them to timeout.

**POI (Plan of Improvement)**

The Center will take immediate action to ensure the action/conduct has ceased; train/review appropriate child guidance techniques with center staff; and have a system in place to monitor and identify inappropriate actions.

**Correction Deadline: 10/19/2022**

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

Complete documentation of transportation observed.

**Finding**

591-1-1-.36(4)(b) requires that the interior of a transportation vehicle be clean, in safe repair and free of hazardous items, objects and/or other non-essential items which could cause injury. It was determined based on observation in the transportation van, license plate AKI 9359, the weather stripping on the back passenger right double door is not attached. Additionally the top, back of the front passenger seat was observed to be ripped, exposing foam. The transportation van with the license plate AKI 3540 was observed to have excessive duct tape as a repair for a hole on top and side of the first bench seat, foam was exposed under the carpet, furthermore the fabric on the ceiling was observed to be torn.

**POI (Plan of Improvement)**

The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

**Correction Deadline: 10/26/2022**

**Recited on 10/19/2022**

<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****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.

<b>Staff Records</b>
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**Records Reviewed: 14**

**Records with Missing/Incomplete Components: 2**

Staff # 2

Not Met

Date of Hire: 07/23/2018

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 5

Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Not Met****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 review of records, staff member #5 did not have an electronically ported determination letter.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will put in place a process 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 put in place a process to ensure CRC rules are maintained.

**Correction Deadline: 10/19/2022**

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

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

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**591-1-1-.33 Staff Training****Defer****Correction Deadline: 9/15/2021****Corrected on 10/19/2022****.33(4) - This previous citation was observed to be corrected.****Defer**

591-1-1-.33(5)- Consultant observed 2021 training hours at previous visit and will observe at next visit.

**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: 2/7/2022**

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**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.

<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.

**Correction Deadline: 1/27/2022****Corrected on 10/19/2022****.32(4) - This previous citation was observed to be corrected.**



**Correction Deadline: 2/7/2022**

**Corrected on 10/19/2022**

**.32(4)(b) - This previous citation was observed to be corrected.**

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

**Met**

**Comment**

Adequate supervision observed on this date.