



**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: 9/23/2021 **VisitType:** Licensing Study

Arrival: 4:15 PM

Departure: 5:15 PM

CCLC-3427

Epstein School, The

335 Colewood Way Atlanta, GA 30328 Fulton County
(404) 250-5600 derek.king@epsteinatlanta.org

Regional Consultant

Emma Smith

Phone: (770) 357-5106

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emma.smith@dec.al.gov

Mailing Address

Same

Quality Rated: No

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.
09/23/2021	Licensing Study	Good Standing	
02/03/2021	Monitoring Visit	Good Standing	
09/23/2020	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	Room 101	Three Year Olds	3	14	C	24	C	NA	NA	Snack
Main	Room 102	One Year Olds	3	11	C	14	C	20	C	Snack
Main	Room 103	PreK	3	16	C	24	C	NA	NA	Snack
Main	Room 104	PreK	2	15	C	23	C	NA	NA	Story,Circle Time
Main	Room 105	Three Year Olds	3	10	C	23	C	33	C	Outside
Main	Room 106	Three Year Olds	3	14	C	20	C	28	C	Snack,Music
Main	Room 107	Two Year Olds	3	9	C	15	C	NA	NA	Circle Time
Main	Room 108	One Year Olds	2	6	C	12	C	NA	NA	Diapering,Clean Up,Snack
Main	Room 109	Two Year Olds	3	10	C	12	C	NA	NA	Snack
Main	Room 110	Two Year Olds	3	9	C	12	C	NA	NA	Snack
Main	Room 122	Infants	2	4	C	22	C	NA	NA	Nap,Floor Play

Total Capacity @35 sq. ft.: 201

Total Capacity @25 sq. ft.: 225

Total # Children this Date: 118

Total Capacity @35 sq. ft.: 201

Total Capacity @25 sq. ft.: 225

Building	Playground	Playground Occupancy	Playground Compliance
Main	Main	50	C

Comments

An Administrative Review was conducted on September 23, 2021. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on September 27, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic.

The consultant left a one-day letter and A to Z Background Check Affidavit on this date.

Consultant provided flyers regarding the CCLC Virtual Core Rules Refresher Sessions, OLLI Beyond th Rules and ActiveSupervision trainings, and GA PDS information flyer on this date.

Plan of Improvement: Developed This Date 09/23/2021

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 New Deadlines:

Due to the ongoing COVID restrictions, the deadline to become Quality Rated for programs who want to continue to receive Childcare and Parent Services (CAPS), has been extended to at least December 31, 2021.

Get started today! Sign up by completing a short online application: <https://qualityrated.dec.al.ga.gov/>
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or qualityrated@dec.al.ga.gov

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), e-mail the following information to CCSRefutations@dec.al.ga.gov.

- 1) Facility name, license number and visit date
- 2) Your name, title/relationship to the facility, e-mail address & up to two phone number(s) where you can be reached
- 3) Specific rule number(s) that you are refuting, along with your concerns or questions regarding the rule citation

Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date.

A sample form for submitting a refutation can be found at: <http://dec.al.ga.gov/ChildCareServices/RefutationInformation.aspx>

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)

Stephanie Wachtel, Program Official

Date

Emma Smith, Consultant

Date



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Findings Report

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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)

N/A

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 2

Child # 1

Met

Child # 2

Met

Child # 3

Met

Child # 4

Not Met

"Missing/Incomplete Components"

.08(1)(a)-Work Address Missing,.08(1)(a)-Work Number Missing,.08(1)-Doctor, Clinic, Phone Numbers

Child # 5

Not Met

"Missing/Incomplete Components"

.08(1)(a)-Work Address Missing,.08(1)(a)-Work Number Missing

Technical Assistance

591-1-1-.08 - Records were observed to be well organized. Discussed children enrollment forms with the director.

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

Center appears clean and well maintained.

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.

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.

Health and Hygiene

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

Met

Comment

Proper diapering procedures observed.

Comment

Staff state proper knowledge of diapering procedures.

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

Met

Comment

Proper hand washing observed throughout the center.

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

Met

Comment

A Virtual Visit was conducted due to the COVID-19 pandemic. Discussed proper medication documentation and procedures. Director stated the school nurse dispenses all medications.

Policies and Procedures

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

Program emergency preparedness plan was discussed on this date.

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)**Technical Assistance****Technical Assistance**

591-1-1-.11 - A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through on this date. Regulations regarding proper discipline were discussed with the director and staff 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**

Discussed SIDS and infant sleeping position.

Comment

Pleasant naptime environment observed.

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: 40****Records with Missing/Incomplete Components: 3**

Staff # 1

Met

Date of Hire: 08/01/2019

Staff # 2

Met

Date of Hire: 08/01/2021

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

Staff # 3

Met

Date of Hire: 08/01/2013

Staff # 4	Met
Date of Hire: 07/29/2019	
Staff # 5	Met
Date of Hire: 08/01/2018	
Staff # 6	Met
Date of Hire: 08/01/2020	
Staff # 7	Not Met
Date of Hire: 08/01/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 8	Met
Date of Hire: 01/01/2014	
Staff # 9	Met
Staff # 10	Met
Date of Hire: 08/01/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 11	Met
Date of Hire: 08/01/2012	
Staff # 12	Met
Date of Hire: 05/01/2017	
Staff # 13	Not Met
Date of Hire: 08/01/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 14	Met
Date of Hire: 08/01/2021	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 15	Met
Date of Hire: 02/19/2019	
Staff # 16	Met
Date of Hire: 11/01/2014	
Staff # 17	Met

Date of Hire: 08/01/1998

Staff # 18 Met

Date of Hire: 08/01/1996

Staff # 19 Met

Date of Hire: 08/01/2012

Staff # 20 Met

Date of Hire: 08/01/2019

Staff # 21 Met

Date of Hire: 08/01/1998

Staff # 22 Met

Date of Hire: 01/01/2013

Staff # 23 Met

Date of Hire: 08/01/2008

Staff # 24 Met

Date of Hire: 07/31/2008

Staff # 25 Met

Date of Hire: 08/01/2013

Staff # 26 Met

Date of Hire: 03/01/2018

Staff # 27 Met

Date of Hire: 08/01/2021

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

Staff # 28 Met

Date of Hire: 01/03/2019

Staff # 29 Met

Date of Hire: 10/01/2016

Staff # 30 Met

Date of Hire: 08/01/2019

Staff # 31 Met

Date of Hire: 02/05/2020

Staff # 32 Met

Records Reviewed: 40**Records with Missing/Incomplete Components: 3**

Date of Hire: 08/01/2010

Staff # 33 Met

Date of Hire: 08/01/1984

Staff # 34 Met

Date of Hire: 03/15/2004

Staff # 35 Met

Staff # 36 Met

Date of Hire: 08/01/2001

Staff # 37 Met

Date of Hire: 03/17/2020

Staff # 38 Not Met

Date of Hire: 08/01/2021

Reminder - Health & Safety training is required within 90 calendar days of hired"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 39 Met

Staff # 40 Met

Staff Credentials Reviewed: 14**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 member #7 and staff member #12 that were hired August 1, 2021, did not submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. Staff member #7 and staff member #12 were not present during the virtual visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will follow up on all letters and have the two staff submit an application and fingerprints 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 watch the A to Z Background Check video units to ensure the CRC rules are maintained.

Correction Deadline: 9/23/2021

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 members #7, #12, and #36, that were all three hired on August 1, 2021, did not have a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center. Staff member #7 and #12 were not present at the time of the virtual visit. Staff member #36 was observed to be supervised by two staff members in classroom 103 with sixteen PreK students during snack time. The consultant left a one-day letter and A to Z Background Check Affidavit on this date.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will follow up on all staff CBC letters 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 watch the A to Z Background Check video units to ensure the CRC rules are maintained.

Correction Deadline: 9/23/2021

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

Evidence observed of 100% of center staff certified in First Aid and CPR.

591-1-1-.33 Staff Training**Not Met****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 that 23 staff members with direct care responsibilities did not have evidence of health and safety training in their files available for review.

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. The center will ensure copies of certificates are kept in staff files or electronically.

Correction Deadline: 10/8/2021

Technical Assistance

591-1-1-.33(4) - Discussed Food Preparation and Nutrition training with the director on this date.

Correction Deadline: 10/23/2021

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.