



**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

**Children's Worksheet**

**Date:** 12/18/2020 **VisitType:** Monitoring Visit

**Arrival:** 11:25 AM

**Departure:** 1:55 PM

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**CCLC-47215**

**White Oak Learning Academy #3**

2982 Grizzle Road Dawsonville, GA 30534 Dawson County  
(706) 216-3842 jenniferw@whiteoakacademy.com

**Mailing Address**

Same

**Regional Consultant**

Mandi Sloan

Phone: (770) 357-5097

Fax: (770) 357-5098

colleen.covey@decal.ga.gov



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**Compliance and Enforcement Determination Worksheet**

**Date:** 12/18/2020 **VisitType:** Monitoring Visit

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**Repeat Rule Violations**

Repeat Rule	Severity on Current Visit	#Times of Rule Cited	Points for # of Times Cited (Points Calculation #1)	Highest Severity Level (12 mos)	Points for Highest Severity Level (Points Calculation #2)
		<b>Total Points for Times Cited:</b>	0	<b>Total Points for Severity Level:</b>	

**Points for Prior Class C/D Rule Violations**

Date	VisitType	CDRepeat Rule	Points For Highest Severity Level (Points Calculation #3)
		<b>Total Points for Severity Level:</b>	0

**Points Total**

<b>#1 - Repeat Violation Points:</b>	<b>0</b>
<b>#2 - Repeat Violation - Highest Severity:</b>	<b>0</b>
<b>#3 - Prior Visit - Class C or Class D Violations:</b>	<b>0</b>
<b>Total:</b>	<b>0</b>

**REPEAT VIOLATION POINTS CALCULATION**

<i>(1) Repeat Violation Points assigned for any core and non-core rule(s) cited on the current visit AND cited on visit(s) during prior 12 months:</i>	<i>(2) For each Repeat Violation, assign points based on the highest severity level assigned for that rule during prior 12 months:</i>
1st Violation of a Rule within 12 Months = 0	Non-Core Rule Violation = 0
2nd Violation of Same Rule within 12 Months = 1	Level A Low Core Rule Violation = 1
3rd Violation of Same Rule within 12 Months = 2	Level B Medium Core Rule Violation = 2
4th Violation of Same Rule within 12 Months = 3	Level C High Core Rule Violation = 3
For each subsequent Violation of Same Rule within 12 Months, one additional point is accrued	Level D Extreme Core Rule Violation = 4

**ADDITIONAL POINTS FOR SERIOUS INCIDENT/INJURY VIOLATION**

**(3) Assign points for each PRIOR visit when there are any Class C (High) or Class D (Extreme) violations on the current visit AND any Class C (High) or Class D (Extreme) violations cited on visit(s) during prior 12 months regardless of whether or not there are any repeat violations during the current visit:**

Each Prior Visit with Class C/Class D Rule Violation = 2

**Violation Class Determination**

**(1) Are there any violations on the current visit? No**

Because there are no rule violations on this date, the visit does not enter the chart and is in Good Standing.

**(2) Are there any repeat violations on the current visit? No**

**(3) Is there a High or Extreme on the current visit? No**

**(4) Is there a High or Extreme citation within repeat rules? No**

**As of this visit:**

<b>Violation Class:</b>	N/A	<b>Enforcement Box:</b>	N/A	<b>Total Points:</b>	0
<b>Violation Level:</b>	N/A	<b>Compliance Zone:</b>	N/A		

**How to select violation class:**

- *Select Class A (Low)* if there is at least one rule violation on the current visit, but there are NO Repeat Rule violations, OR there are only NON-CORE Repeat Rule violations, AND there are NO Class C (High) or Class D (Extreme) violations on the current visit
- *Select Class A (Low) or Class B (Medium)* based on the highest severity on the current visit within any REPEAT rule violation(s) if there are NO Class C (High) or Class D (Extreme) violations on the current visit, OR within the REPEAT rule violation(s) during prior 12 months
- *Select Class C (High) or Class D (Extreme)* if there is a Class C (High) or Class D (Extreme) violation on the current visit, AND/OR within any REPEAT rule violation(s) during the prior 12 months

<b>VIOLATION HISTORY LEVEL</b>						
<b>V I O L A T I O N  C L A S S</b>	<b>Incident results in or could result in:</b>	<b>I 0 Points</b>	<b>II 1-3 Points</b>	<b>III 4-9 Points</b>	<b>IV 10 + Points</b>	
	<b>D</b> • Extreme Harm • Imminent Danger	D	I3 - C			(D)
	<b>C</b> • High Harm	CI I1 - I2 (GS)	CII I1 - I3 (S)	CIII I2 - C (D)	CIV I3 - C (D)	
	<b>B</b> • Medium Harm	BI N/A ** (GS)	BII P2 - P3 (GS)	BIII I1 - I2 (S)	BIV I2 - C (D)	
	<b>A</b> • Low Harm	AI P1 - P2 (GS)	AII P1 - P3 (GS)	AIII P2-P3 (GS)	AIV I1 - I2 (S)	

**\*\*Based on Rules for assigning Violation Class, it is not possible to have zero points and be at Violation Class B**

**Compliance Zones:**

**Good Standing (GS)** - Program is demonstrating an acceptable level of performance in meeting the rules. (AI, AII, AIII, BI, BII, CI)

**Support (S)** - Program performance is demonstrating a need for improvement in meeting the rules. (AIV, BIII, CII)

**Deficient (D)** - Program is not demonstrating an acceptable level of performance in meeting the rules. (BIV, CIII, CIV, D)

**ENFORCEMENT CATEGORIES, LEVELS, AND ACTIONS**

<i>PREVENTION CATEGORY (P)</i>	<i>INTERMEDIATE CATEGORY (I) (Includes Prevention Actions)</i>	<i>CLOSURE CATEGORY (C)</i>
<b>Prevention Level 1 (P1)</b>	<b>Intermediate Level 1 (I1)</b>	Suspension of License (More than 1 week)
Technical Assistance	Fine	Revocation of License
<b>Prevention Level 2 (P2)</b>	<b>Intermediate Level 2 (I2)</b>	Emergency Closure (Imminent Harm)
Citation	Per Rule Fine	
<b>Prevention Level 3 (P3)</b>	Per Day Fine	
Formal Notice Letter	<b>Intermediate Level 3 (I3)</b>	
Office Conference	Fine and Restriction	
	Restricted License	
	Restricted License & Per Rule/Per Day Fine	
	Emergency Monitor & Per Rule/Per Day Fine	
	Short-term Suspension (Less than 1 week)	

\_\_\_\_\_  
Jennifer Welteroth, Program Official

\_\_\_\_\_  
Date

\_\_\_\_\_  
Colleen Covey , Consultant

\_\_\_\_\_  
Date



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**(Adult Worksheet)**

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**Records Reviewed: 50**

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

Staff's Name [# 1]: Al Kiki, Jihan Date of Hire: 11/30/2020	Met
Staff's Name [# 2]: Avila, Jazmin Date of Hire: 09/29/2020	Met
Staff's Name [# 3]: Barnes, Allison Date of Hire: 08/25/2020	Met
Staff's Name [# 4]: Bennett, Shannan Date of Hire: 07/31/2017	Met
Staff's Name [# 5]: Bevel, Elizabeth Date of Hire: 07/31/2017	Met
Staff's Name [# 6]: Bumgarner, Laura Date of Hire: 08/07/2020	Met
Staff's Name [# 7]: Cameron, Miranda Date of Hire: 10/09/2019	Met
Staff's Name [# 8]: Carlisle, Angie Date of Hire: 08/06/2007	Met
Staff's Name [# 9]: Crawford, Hayley Date of Hire: 08/01/2019	Met
Staff's Name [# 10]: Debrito, Daniela Date of Hire: 07/12/2019	Met
Staff's Name [# 11]: Djuric, Kristina	Met

**Records Reviewed: 50**

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

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Date of Hire: 09/17/2020

Staff's Name [# 12]: Edgley, Alyssa Met  
Date of Hire: 02/27/2019

Staff's Name [# 13]: Fillingim, Candis Met  
Date of Hire: 10/08/2018

Staff's Name [# 14]: Gaines, Jessica Met  
Date of Hire: 01/02/2015

Staff's Name [# 15]: Grizzle, Karlie Met  
Date of Hire: 10/08/2017

Staff's Name [# 16]: Hamilton, Kailyn Met  
Date of Hire: 10/19/2020

Staff's Name [# 17]: Holbrook, Livie Met  
Date of Hire: 08/31/2018

Staff's Name [# 18]: Huges, Justin Met

Staff's Name [# 19]: Ives, Russell Met  
Date of Hire: 04/29/2019

Staff's Name [# 20]: Jackson, Kimberly Met  
Date of Hire: 07/31/2017

Staff's Name [# 21]: Kelley, Sharra Met  
Date of Hire: 07/31/2017

Staff's Name [# 22]: Kudlas, Jennifer Met

Staff's Name [# 23]: Lippy, Lacey Met  
Date of Hire: 11/14/2019

Staff's Name [# 24]: Lyon, Jade Met  
Date of Hire: 07/27/2020

Staff's Name [# 25]: Matthews, Christy Met  
Date of Hire: 07/10/2017

Staff's Name [# 26]: Mayo, Megan Met  
Date of Hire: 08/14/2020

Staff's Name [# 27]: Melton, Jessi Met  
Date of Hire: 01/06/2020

**Records Reviewed: 50**

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

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Staff's Name [# 28]: Mullis, Kaylan Date of Hire: 08/24/2020	Met
Staff's Name [# 29]: Nagorski, Paula	Met
Staff's Name [# 30]: Nichols, Trinity Date of Hire: 08/20/2020	Met
Staff's Name [# 31]: Odonnell, Tara Date of Hire: 01/22/2020	Met
Staff's Name [# 32]: Patrick, Destiny Date of Hire: 12/19/2017	Met
Staff's Name [# 33]: Porter, Amy Date of Hire: 08/31/2020	Met
Staff's Name [# 34]: Ray, Hannah Date of Hire: 08/17/2020	Met
Staff's Name [# 35]: Redd, Sharon Date of Hire: 08/31/2018	Met
Staff's Name [# 36]: Reid-Holgate, Jessica Date of Hire: 10/07/2014	Met
Staff's Name [# 37]: Sams, Morgan Date of Hire: 08/31/2018	Met
Staff's Name [# 38]: Smith, Courtney Date of Hire: 11/03/2020	Met
Staff's Name [# 39]: Stephenson, Lauren Date of Hire: 08/01/2010	Met
Staff's Name [# 40]: Suhrie, Tonya Date of Hire: 02/28/2018	Met
Staff's Name [# 41]: Sweat, Carey	Met
Staff's Name [# 42]: Thompson, Mikayla Date of Hire: 06/09/2020	Met
Staff's Name [# 43]: Turner, Caroline Date of Hire: 09/15/2020	Met
Staff's Name [# 44]: Welteroth, Jennifer	Met

**Records Reviewed: 50****Records with Missing/Incomplete Components: 0**

Date of Hire: 09/10/2018

Staff's Name [# 45]: Wilson, Cynthia

Met

Date of Hire: 02/27/2020

Staff's Name [# 46]: Wright, Jacob

Met

Date of Hire: 05/20/2019

Staff's Name [# 47]: Wright, Devin

Met

Staff's Name [# 48]: Wright, Emily

Met

Date of Hire: 07/31/2017

Staff's Name [# 49]: Wright, Arthur

Met

Staff's Name [# 50]: Wright, Carol

Met

**Staff Credentials Reviewed: 10**

Staff's Name : Edgley, Alyssa (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Technical College Certificate of Credit (TCC)	7/9/2016		

Staff's Name : Fillingim, Candis (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Technical College Certificate of Credit (TCC)	12/15/2016		

Staff's Name : Wilson, Cynthia (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Technical College Certificate of Credit (TCC)	6/1/2011		

Staff's Name : Bevel, Elizabeth (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Center-Based Infant Toddler CDA	2/25/2016		2/25/2019 12:00:00 AM

Staff's Name : Welteroth, Jennifer (Director)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired



Other Credential			
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Staff's Name : Lippy, Lacey (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Other Degree	6/30/2022		

Staff's Name : Bennett, Shannan (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Teaching Certificate	12/17/2005		6/30/2020 12:00:00 AM

Staff's Name : Kelley, Sharra (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Bachelors Degree	4/30/2011		

Staff's Name : Suhrie, Tonya (Teacher/LeadCare Giver)

Degree/Credentials

Description	Date Earned	Date Enrolled	Date Expired
Technical College Certificate of Credit (TCC)	11/27/2018		



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### Findings Report

**Date:** 5/5/2021    **VisitType:** Monitoring Visit    **Arrival:** 11:10 AM    **Departure:** 12:10 PM

**CCLC-39878**

**Innovation Station Early Learning Center**

1402 Dogwood Circle West Point, GA 31833 Troup County  
(706) 501-1444 s davidson.iselc@gmail.com

**Mailing Address**

1402 dogwood circle  
west point, GA 31833

**Regional Consultant**

Mandi Sloan

Phone: (770) 357-5097

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laura.swann@dec.al.ga.gov

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)**

**Met**

**Comment**

Center does not provide swimming activities.

### Children's Records

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

**Met**

**Correction Deadline: 9/16/2020**

**Corrected on 5/5/2021**

**.08(1) - Correction observed on this date.**

### Facility

**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.

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

Playground observed to be clean and in good repair.

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**Health and Hygiene**

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

Staff state 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)****Met****Comment**

The Provider currently does not dispense/administer medication.

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**Safety**

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

Age-appropriate discussion and/or redirection observed.

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**591-1-1-.36 Transportation(CR)****Met****Comment**

Center does not provide routine transportation.

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**Sleeping & Resting Equipment**

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**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. Cots were cleaned and disinfected daily.

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**Staff Records****Records Reviewed: 9****Records with Missing/Incomplete Components: 0**

Staff # 1 Met

Date of Hire: 10/06/2020

Staff # 2 Met

Date of Hire: 12/31/2016

Staff # 3 Met

Date of Hire: 01/01/2018

Staff # 4 Met

Date of Hire: 08/01/2017

**Records Reviewed: 9**

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

Staff # 5 Date of Hire: 05/31/2019	Met
Staff # 6 Date of Hire: 05/30/2019	Met
Staff # 7 Date of Hire: 07/19/2019	Met
Staff # 8 Date of Hire: 09/12/2016	Met
Staff # 9 Date of Hire: 09/12/2016	Met

**Staff Credentials Reviewed: 4**

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

**Comment**

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit

**Comment**

Criminal record checks were observed to be complete.

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

**Comment**

591-1-1-.31(13) - Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on this date. The program was in compliance with the Executive Order issued on May 1, 2021.

**Correction Deadline: 5/5/2021**

**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.