



**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:** 12/18/2018 **VisitType:** Licensing Study

**Arrival:** 1:50 PM

**Departure:** 6:45 PM

**CCLC-38437**

**H.E.R.O. 's Instillment Academy**

431 Jefferies Avenue Albany, GA 31701 Dougherty County  
(229) 376-1010 herosinstillmentacademy@gmail.com

**Regional Consultant**

Toni Williams

Phone: (770) 302-7628

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toni.williams@decal.ga.gov

**Mailing Address**

Same

**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.
12/18/2018	Licensing Study	Good Standing	
05/23/2018	Licensing Study	Good Standing	
12/06/2017	Monitoring Visit	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	Five Year Olds and Six Year Olds and Over	2	16	C	8	NC	NA	NA	Outside, Floor Play
Main	B		0	0	C	28	C	NA	NA	
Total Capacity @35 sq. ft.: 35			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Fire Marshall Limitations				
Total # Children this Date: 16			Total Capacity @35 sq. ft.: 35			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground	59	C

**Comments**

Re-saved

Plan of Improvement: Developed This Date 12/18/2018

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.decal.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), e-mail the following information to [CCSRefutations@decal.ga.gov](mailto:CCSRefutations@decal.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://decal.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)

\_\_\_\_\_  
Tommie Terrell, Program Official

\_\_\_\_\_  
Date

\_\_\_\_\_  
Toni Williams, Consultant

\_\_\_\_\_  
Date



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### Findings Report

**Date:** 12/18/2018 **VisitType:** Licensing Study

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The following information is associated with a Licensing Study:

### Activities and Equipment

**591-1-1-.03 Activities**

**Not Met**

**Finding**

591-1-1-.03(2) 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. It was determined based upon Consultants observation that the lesson/activity plan posted was not being utilized by the teachers providing instruction for the after school children.

**POI (Plan of Improvement)**

The Center will keep current lesson plans on site that include appropriate instruction practices and activities and will have sufficient and varied play and learning equipment and materials to support the activities.

**Correction Deadline: 12/18/2018**

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

**Met**

**Comment**

Consultant Discussed with the Provider the importance of adding equipment and toys to enhance variety to include the after school children.

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

**N/A**

**Comment**

Center does not provide swimming activities.

**Facility**

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

The Consultant advised the Provider to please be mindful to keep items that pose a hazard inaccessible to children.

**Technical Assistance**

The Consultants discussed with the Provider that the storage area containing mops, broom, vacuum cleaner and other items in the upstairs computer lab should be locked and not accessible to children.

**Correction Deadline: 12/18/2018**

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**591-1-1-.26 Playgrounds(CR)****Technical Assistance****Technical Assistance**

Consultant spoke to the provider about the playground and was advised that because of the storm and the lack of contractors the large tree that fell gutting the playground hasn't been removed. The Provider has put up an orange fence to keep the children out of the play area however the children have limited space but was observed having outdoor time. The provider stated that she is aware that the setup will not work long term and advised that she will get with her insurance company to see what they can do to expedite the fix of the playground. The Provider requested to have until the end of February 2019 to resolved the work that needs to be completed. Also on the left back side of the building there are two large concrete pieces that are blocking the entrance into the front yard that could be a tripping hazard.

**Correction Deadline: 12/18/2018**

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**Health and Hygiene**

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

There were no children enrolled in the program on this date. Proper diaper facilities were observed with warm running water and proper ventilation.

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**591-1-1-.17 Hygiene(CR)****Not Met****Finding**

591-1-1-17(7) requires that children wash their hands with liquid soap and warm running water upon arrival for care, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after eating meals and snacks, handling or touching food, playing in water; after toileting and diapering, playing in sand, touching animals or pets, and contact with bodily fluids and after contamination by any other means. It was determined based upon Consultants observation that several children didn't wash their hands when coming in from school and outside.

**POI (Plan of Improvement)**

The Center will train Staff on required handwashing for children and Staff will ensure children's hands are washed when required. The Director will monitor for compliance.

**Correction Deadline: 12/18/2018**

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**591-1-1-.20 Medications(CR)****N/A****Comment**

The Provider currently does not dispense/administer medication.

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**Safety**

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**591-1-1-.05 Animals****N/A****Comment**

Center does not keep animals on premises.

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**591-1-1-.11 Discipline(CR)****Technical Assistance****Technical Assistance**

The Consultant discussed with the Provider alternative ways to redirect children that won't listen to instructions given.

**Correction Deadline: 12/18/2018**

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**591-1-1-.13 Field Trips(CR)****Not Met****Finding**

591-1-1-.13(2) requires Center Staff to obtain written permission from Parents in advance of the child's participation in any field trip and such permission must be signed and dated by a Parent. It was determined based upon Consultant's observation that the four out of seventeen children didn't have permission slips to attend the field trip to the Turtle Park on 6/20/18 from 2:00 pm until 4:30 pm.

**POI (Plan of Improvement)**

Center Staff will have and use a system to obtain written field trip permission in advance and ensure the permission is signed and dated by the responsible person.

**Correction Deadline: 12/18/2018**

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**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 upon Consultant's observation that the black van license plate RAJ0711 and the white van license plate PLX 3055 were full of debris and trash on the floor and in the seats of the vans.

**POI (Plan of Improvement)**

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

**Correction Deadline: 12/21/2018**

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

Pleasant naptime environment observed.

<b>Staff Records</b>
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**Records Reviewed: 4****Records with Missing/Incomplete Components: 0**

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Staff # 1

Met

Date of Hire: 10/05/2020

Staff # 2

Met

Staff # 3

Met

Date of Hire: 08/07/2015

Staff # 4

Met

**Records Reviewed: 4**

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

Date of Hire: 08/07/2015

**Staff Credentials Reviewed: 0**

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

**Comment**

Criminal record checks were observed to be complete.

**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**

Adequate supervision observed on this date.