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: 3/6/2025 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 12:05 PM **Departure:** 6:15 PM

CCLC-949
Early Start Learning Center
2186 Snapfinger Road Decatur, GA 30035 DeKalb County
(404) 284-4112 earlystartlc@yahoo.com

Regional Consultant
Jessica Johnson
Phone: (770) 357-5090
Fax:
jessica.johnson@decal.ga.gov

Mailing Address
Same

Quality Rated:

Compliance Zone Designation		
03/06/2025	Complaint Investigation & Licensing Study	Good Standing
02/14/2024	Licensing Study	Good Standing
12/13/2023	TA Follow Up	NA

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.

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	C1-A	Three Year Olds	2	8	C	24	C	34	C	Nap
Building II	C1-B	GA PreK	2	18	C	20	C	28	C	Nap
		Total Capacity @35 sq. ft.: 44			Total Capacity @25 sq. ft.: 165					
Main	B2-1st L	Three Year Olds	2	14	C	20	C	27	C	Nap
Main	Bck end 3L	Three Year Olds	1	12	C	17	C	23	C	Nap
Main	Front entry 1r	Six Year Olds and Over	1	18	C	13	NC	NA	NA	Free Play
Main	Middle back	One Year Olds	1	4	C	10	C	NA	NA	Nap,Floor Play
Main	Rear entry 2L	Two Year Olds	1	10	C	22	C	30	C	Nap
		Total Capacity @35 sq. ft.: 82			Total Capacity @25 sq. ft.: 165					
Total # Children this Date: 84		Total Capacity @35 sq. ft.: 126			Total Capacity @25 sq. ft.: 165					

Building	Playground	Playground Occupancy	Playground Compliance
Main	Left Playground	50	C

Enrolled Children

Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
0	14	10	29	19	8	37

Comments
An on-site inspection was conducted on March 6, 2025 with the Director Shirley Jackson. Staff files, children's files, training, and background checks were all reviewed.

Plan of Improvement: Developed This Date

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), 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)

Important Quality Rated/CAPS Update:

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 CAPS/ QR Provisional Status, allowing for scholarships while working toward an initial star rating. Provisional Status eligibility will be determined at the time of CAPS enrollment as part of the CAPS application process.

Contact the Quality Rated help desk a1 855-800-7747 or qualityrated@decal.ga.gov **for more information. Free technical assistance is available!**

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(Findings Report)

Date: 3/6/2025 **VisitType:** Complaint Investigation & Licensing Study **Arrival:** 12:05 PM **Departure:** 6:15 PM

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Mailing Address
Same

The following information is associated with a Licensing Study Visit:

Activities and Equipment

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 — Not Met
Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 — Not Met
Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 — Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 — Not Met
Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 — Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 — Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 — Not Met

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Comment
A variety of equipment and toys were observed throughout the center.

Correction Deadline: 2/21/2024

Corrected on 3/6/2025
.12(2) - Citation corrected. No hazards observed.

Technical Assistance
591-1-1-.12(2) - The Consultant discussed with the Director monitoring the brown sofa in classroom Rear entry 2L. The Consultant discussed that all equipment and furniture be free from hazardous conditions such as, but not limited to, sharp rough edges or toxic paint; and be kept clean.

Correction Deadline: 3/6/2025

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

Comment
Center does not provide swimming activities.

Facility

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Technical Assistance
591-1-1-.06(4) - The Consultant discussed with the Director adding a screen to the restroom window in classroom B2-1st L. The Consultant discussed that 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: 4/5/2025

591-1-1-.19 License Capacity(CR) **Technical Assistance**

Comment
Licensed capacity observed to be routinely met by center.

Technical Assistance
591-1-1-.19(1) - The Consultant discussed with the Director that a Center must provide 35 square feet of usable space per child, which will determine the Center's License capacity.

Correction Deadline: 3/6/2025

591-1-1-.25 Physical Plant - Safe Environment(CR) **Not Met**

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

Finding
591-1-1-.25(12) requires heating and cooling equipment to be protected to prevent children from touching it. Fans, space heaters, etc. shall be positioned or installed so as to be inaccessible to the children. It was determined, based on observation, that the heating and cooling equipment was observed to be accessible to children and not blocked off in classroom Front entry 1r. .

POI (Plan of Improvement)
The Center will re-position or re-install equipment, as needed, and will make all such equipment inaccessible to children.

Correction Deadline: 3/20/2025

Recited on 3/6/2025

Technical Assistance
591-1-1-.25(13) - The Consultant discussed with the Director that potentially hazardous equipment, materials and supplies must be stored in a locked area inaccessible to children.

Correction Deadline: 3/6/2025

Technical Assistance
591-1-1-.25(3) - The Consultant discussed with the Director repairing the broken wooden panel on the side of the sink in classroom Back end 3L.

Correction Deadline: 3/6/2025

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 a four inch gap was observed at the right fence near the road. It was further determined that a five inch gap was observed in the corner of the back right fence.

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: 3/20/2025

Finding
591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined, based on observation, that chipping paint was observed on the red truck on this date. It was further determined that the swing chains were twisted and had rust throughout. It was also determined that a red and silver tricycle had rust throughout.

POI (Plan of Improvement)
The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters.

Correction Deadline: 3/20/2025

Recited on 3/6/2025

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 that the following hazards were observed:

- Loose mats at the entrance of the playground.
- Cleaning tools hanging on the fence on the left side.
- A discarded black drainage pipe at the back of the playground.
- Exposed concrete on the left side of the red fire engine.
- Loose panels in front of the yellow slide.

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: 3/20/2025

Food Service

Records Reviewed: 17	Records with Missing/Incomplete Components: 7

Staff # 1 — Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 — Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 — Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 — Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Comment

CACFP Meal Pattern Requirements effective October 1, 2017 will be implemented October 1, 2018: 3 Components for breakfast: Grains, Vegetables, Fruits or both, Milk
5 Components for lunch – Grains, Meat/Meat alternates, Fruits, Vegetable, and Milk OR Grains, Meat/Meat alternates, 2 different types of vegetables, and Milk
2 of 5 Components for snack

Provided Updated CACFP Infant Meal pattern and Child/Adult Meal pattern flyers.

The Crediting Handbook for the CACFP can be located on DECAL and USDA's website:
DECAL
http://decal.ga.gov/CACFP/Handbook.aspx
USDA
http://www.fns.usda.gov/cacfp/cacfp-handbooks

591-1-1-.18 Kitchen Operations **Technical Assistance**

Technical Assistance

591-1-1-.18(5) -The Consultant discussed with the Director that the refrigeration of all perishable and potentially hazardous foods at 40 degrees Fahrenheit or below and served promptly after cooking. Freezer temperature shall be maintained at zero (0) degrees Fahrenheit or below.

Correction Deadline: 3/6/2025

Health and Hygiene

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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

Comment

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

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

Comment

Proper hand washing of children and staff was discussed with the director on this date.

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

Comment

The Provider currently does not dispense/administer medication.

Policies and Procedures

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1-.21 Operational Policies & Procedures **Technical Assistance**

Technical Assistance
591-1-1-.21(3) - The Consultant discussed with the Director updating the fire, tornado and other emergency situations forms. The Consultant discussed that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years.

Correction Deadline: 3/11/2025

Technical Assistance
591-1-1-.21(1)(p) - The Consultant discussed with the Director updating the emergency preparedness plan.

Correction Deadline: 3/11/2025

Safety

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

591-1-1-.05 Animals **Met**

Comment
Animals maintained clean and appropriately caged.

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

Comment
Age-appropriate discussion and/or redirection observed.

591-1-1-.13 Field Trips(CR) **Met**

Comment
Center does not participate in field trips at this time.

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

Comment
A current/completed inspection was observed for all vehicles used in transporting children this date.

Comment
Complete documentation of transportation observed.

Comment
The vehicle had an approved fire extinguisher and first aid kit on this date.

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 that there was a broken seat belt cover on the back second row in the vehicle with tag # DAJ1604. It was further determined that there were broken and missing seat belts in the vehicle with tag # AFJ8814.

POI (Plan of Improvement)
The center will maintain that all transportation vehicles are clean, in safe repair, and free from hazards.

Correction Deadline: 3/20/2025

Finding
591-1-1-.36(4)(f)1. requires that all transported children be secured in a child passenger restraining system or seat safety belt in accordance with current state and federal laws and regulations and according to manufacturer's directions. It was determined based on observation that the center did not have any car seats in the vehicle with tag # DAJ1604, when children under eight-years-old were transported.

POI (Plan of Improvement)
The Center will ensure that manufacturer directions and state and federal laws are met when using child passenger restraining systems and seat safety belts.

Correction Deadline: 3/7/2025

Sleeping & Resting Equipment

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

<u>"Missing/Incomplete Components"</u>

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

<u>"Missing/Incomplete Components"</u>

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

<u>"Missing/Incomplete Components"</u>

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

<u>"Missing/Incomplete Components"</u>

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

<u>"Missing/Incomplete Components"</u>

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

<u>"Missing/Incomplete Components"</u>

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

<u>"Missing/Incomplete Components"</u>

.33(3)-Health & Safety Certificate

591-1-1-.30 Safe Sleeping and Resting Requirements(CR) **Met**

Comment

No infant currently enrolled. The Consultant 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: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

<u>"Missing/Incomplete Components"</u>

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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 # 7, hired on March 6, 2025, did not submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site prior to being present at the site.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will review 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 review to ensure the CRC rules are maintained.

Correction Deadline: 3/6/2025

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 member #7, hired on March 6, 2025, did not have a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while children were present for care on this date.

POI (Plan of Improvement)
IMMEDIATE CORRECTION - The Center will review 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 review to ensure the CRC rules are maintained.

Correction Deadline: 3/6/2025

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

Comment
Complete first aid kits observed in center and on vehicles.

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

591-1-1-.28 Prohibited Substances **Technical Assistance**

Technical Assistance
591-1-1-.28(2) - The Consultant discussed with the Director that the center shall prohibit smoking on the premises of the Center during the hours of operation and in any vehicle used to transport children during the hours the Center is in operation.

Correction Deadline: 3/6/2025

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 staff # 10, 16, and 17 did not complete health and safety orientation training within the first 90 days of employment.

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.

Correction Deadline: 4/5/2025

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.

Staffing and Supervision

Records Reviewed: 17 **Records with Missing/Incomplete Components: 7**

Staff # 1 Not Met

Date of Hire: 08/01/2018

<u>"Missing/Incomplete Components"</u>

.14(2)-CPR missing,.14(2)-First Aid Missing

Staff # 2 Not Met

Date of Hire: 01/06/2014

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 7 Not Met

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

Staff # 8 Not Met

Date of Hire: 07/18/2022

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing

Staff # 10 Not Met

"Missing/Incomplete Components"

.14(2)-First Aid Missing,.14(2)-CPR missing,.33(3)-Health & Safety Certificate

Staff # 16 Not Met

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health & Safety Certificate

Staff # 17 Not Met

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

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) **Technical Assistance**

Technical Assistance

591-1-1-.32(7) The Consultant discussed with the Director that children be supervised at all times appropriate to the individual age, needs and capabilities of each child. Such supervision must include, but not be limited to, indoor and outdoor activities, mealtimes, naptime, transportation, field trips, and transitions between activities. "Supervision" means that the appropriate number of Staff members are physically present in the area where children are being cared for and are providing watchful oversight to the children, volunteers and Students-in-Training. The persons supervising in the child care area must be alert, positioned to maximize their ability to hear and see the children at all times, and able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the volunteers and Students-in-Training, and provide timely attention to the children's actions and needs. Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm’s length away from children thirty-six (36) months of age and younger.

Correction Deadline: 3/6/2025