



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: 9/8/2025

VisitType: Complaint Investigation &
Monitoring Visit

Arrival: 9:00 AM

Departure: 3:05 PM

CCLC-46292

Busy Bees Learning Academy

4252 Windsor Spring Rd. Hephzibah, GA 30815 Richmond County
(706) 869-4363

CCS Coordinator

Kaycee Purvis

Phone: (770) 357-4915

Fax: (404) 478-8085

kaycee.purvis@decal.ga.gov

Joint with: April Christian, April Christian

Mailing Address

Same

Quality Rated: ★ ★ ★

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.
09/08/2025	Complaint Investigation & Monitoring Visit	Good Standing	
07/22/2024	Licensing Study	Good Standing	
02/15/2024	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-1L		0	0	C	28	C	40	C	
Main	B-2L	Two Year Olds	2	12	C	16	C	22	C	Diapering,Lunch,Free Play,Centers
Main	C-3rd L	One Year Olds	1	8	C	22	C	NA	NA	Lunch,Free Play,Diapering,Centers
Main	D-4R	Infants	1	6	C	22	C	NA	NA	Nap,Free Play,Feeding,Fl oor Play
Main	E-L PreK		0	0	C	28	C	40	C	
Main	F-R Pre-K	Three Year Olds and Four Year Olds	1	11	C	37	C	51	C	Outside,Circle Time,TV

Total Capacity @35 sq. ft.: 153

Total Capacity @25 sq. ft.: 197

Total # Children this Date: 37

Total Capacity @35 sq. ft.: 153

Total Capacity @25 sq. ft.: 197

Building	Playground	Playground Occupancy	Playground Compliance
Main	B	58	C
Main	A	19	C

Enrolled Children						
Under 1 years	1 years	2 years	3 years	4 years	5 years (Prekonly)	5 years and older
10	11	11	16	1	0	82

Comments

All core rules were evaluated on this date.

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.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

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:

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 855-800-7747 or qualityrated@dec.al.ga.gov for more information. Free technical assistance is available!



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Summary Report

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Joint with: April Christian, April Christian

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Same

The following information is associated with a Monitoring Visit:

Activities and Equipment

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

Not Met

Technical Assistance

591-1-1-.12(2) - The Consultant discussed with the Director removing the string tied to the knobs of the cabinet doors of the sink used for hand washing in Classroom C- 3rd L. The Consultant and Director further discussed removing the writing desk from Classroom C-3rd L to prevent children from injuring their fingers by lifting the top lid of the desk.

Correction Deadline: 9/8/2025

Finding

591-1-1-.12(4) requires that equipment and furniture is secured if it is of a weight or mass that could cause injury from tipping, falling, or being pulled or pushed over. It was determined based on observation that the following pieces of equipment caused a potential tipping hazard on this date:

Classroom A-1L:

-The first and fourth set of lockers were unsecured.

Classroom F-R Pre-K:

-The shelf in the home living center was unsecured.

-The large wooden cabinet by the door leading to the parking lot was unsecured.

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: 9/19/2025

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

N/A

Comment

Center does not provide swimming activities.

Evening Care

591-1-1-.32 Staffing/Supervision(CR)

Met

Comment

No evening care hours provided

591-1-1-.06 Bathrooms**Not Met****Finding**

591-1-1-.06(4) 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. It was determined based on observation the exhaust fan in the bathroom in A- 1L classroom was inoperable on this date.

POI (Plan of Improvement)

The Center will fully enclose and ventilate bathroom areas, as required, and will provide adequate ventilation and sanitation in bathrooms that are not fully enclosed.

Correction Deadline: 9/26/2025**Recited on 9/8/2025****591-1-1-.19 License Capacity(CR)****Met****Comment**

Licensed capacity observed to be routinely met by center on this date.

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

591-1-1-.25(3) - The Consultant and Director discussed ensuring that all exhaust fan are free of dust and debris to prevent fire hazards. The Consultant and Director further discussed ensuring that all floor vents are free of rust and chipping paint.

Correction Deadline: 9/8/2025**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 the following areas of the back of the building facing Playground B were not in good repair on this date:

- There were two spindles missing at the porch outside of Classroom F 2nd-R.
- There was one broken spindle at the porch outside of Classroom E 1st-R.
- There was an eight inch gap of broken lattice with sharp exposed wooden edges under the porch outside Classroom E1st-R.

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: 10/10/2025**Recited on 9/8/2025****591-1-1-.26 Playgrounds(CR)****Not Met****Comment**

Discussed maintenance of resilient surface. Please fluff and redistribute.

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 a review of records that the following equipment hazards were accessible to children on this date:

Playground A:

-The second handle bar on the purple air plane toy was rusted on this date.

Playground B:

- There were four out of four bolts protruding from the ground used to secure the blue boat equipment at the front of the playground.
- There were two rusted holes with exposed pieces of sharp metal edges at the blue boat equipment at the front of the playground.
- The blue helicopter was not secured on this date.
- There were four out of four bolts protruding from the ground used to secure the blue boat equipment at the back of the playground.
- There was rust on the platform of the blue boat equipment at the back of the playground.
- There was one out of four protruding nails from the ground used to secure the red caboose equipment at the front of the playground.
- The Toyland Express train equipment was rusted with chipping paint.
- The blue helicopter equipment was rusted with chipping paint.
- The red merry-go-round bikes were rusted with chipping paint.
- The blue boat equipment at the front and back of the playground were rusted with chipping paint.
- The blue ambulance equipment at the front and back of the playground were rusted with chipping paint.

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: 10/10/2025

Technical Assistance

591-1-1-.26(9) - The Consultant and Director discussed ensuring that roots are painted a bright color to prevent tripping. The Consultant and Director also discussed ensuring that ant beds are treated after heavy periods of rain.

Correction Deadline: 9/8/2025

Food Service**591-1-1-.15 Food Service & Nutrition****Not Met****Finding**

591-1-1-.15(2)(a) requires Center Personnel to hold and feed infants less than six months of age and older children who cannot hold their own bottles or sit alone. Baby bottles shall never be propped; the infant's head shall be elevated while feeding. It was determined based on observation that Staff in Classroom D 4th-L did not hold and feed two infants as required. The infants were observed to be drinking from bottles that were propped by a blanket while the children were in a bouncer.

POI (Plan of Improvement)

The Center will train Staff to hold infants less than six months old or who can not hold their own bottle, to never prop bottles and to elevate infant's heads during feeding. The director will monitor Staff to ensure appropriate feeding procedures are followed.

Correction Deadline: 9/8/2025

Health and Hygiene**591-1-1-.07 Children's Health****Not Met****Finding**

591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifiers or other hazardous items. It was determined based on observation that one child was wearing a pacifier strap attached to their clothing on this date.

POI (Plan of Improvement)

The Center will instruct Staff regarding this safety requirement.

Correction Deadline: 9/8/2025

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

Staff stated proper knowledge of diapering procedures.

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

591-1-1-.17(2) requires that Personnel, to the extent possible, keep children clean, dry and comfortable. It was determined based on observation that two children in Classroom C-3rd L had dirty noses that were not cleaned during the Consultant's visit. It was further determined that a child in Classroom B-2nd L and several children in Classroom C-3rd L did not have shoes on during the Consultant's visit. The Consultant spoke with the Director about requiring parents to bring shoes in for children daily.

POI (Plan of Improvement)

The Center will train staff, review regularly, and monitor.

Correction Deadline: 9/8/2025

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 on observation that Staff in Classroom C-3rd L did not wash a child's hands after diapering as required.

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: 9/8/2025

Recited on 9/8/2025

Technical Assistance

591-1-1-.17(8) - Please ensure that staff wash hands upon entering a new classroom.

Correction Deadline: 9/8/2025

591-1-1-.20 Medications(CR)**Not Met****Finding**

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on observation that a box of Diazepam, a bottle of Zoisade, and a bottle of Briviact were in a child's bookbag accessible to children Classroom F-R Pre-K,

POI (Plan of Improvement)

The Center will train Staff on the safe and proper storage of medication and monitor to ensure that the rule is met.

Correction Deadline: 9/8/2025

Safety

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

Please be mindful of voice tone in redirecting children.

Technical Assistance

591-1-1-.11(1) - The Consultant and Director discussed ensuring that Staff do not use time out as a method of discipline for children two-years-old and younger.

Correction Deadline: 9/8/2025

Comment

Complete documentation of transportation observed on this date.

Comment

Please ensure that dates are written on transportation checklists as required.

Sleeping & Resting Equipment**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Finding**

591-1-1-.30(1)(b)3 requires that sheets or similar coverings for cots or mats shall either be marked for individual use or laundered daily. If marked for individual use, they must be laundered weekly or more frequently if needed. It was determined based on observation that eight children in classroom B-2nd L did not have sheets on their cots during nap time on this date. It was further determined that one child in Classroom C-3rd L did not have a sheet on their cot during nap times on this date.

POI (Plan of Improvement)

The Center will ensure that sheets are marked for individual use or washed daily and that marked sheets are washed at least weekly.

Correction Deadline: 9/9/2025**Recited on 9/8/2025****Finding**

591-1-1-.30(1)(b)4 requires that a light cover be available for each child's use on a cot or mat and shall be marked for individual use or laundered daily. If marked for individual use, they must be laundered weekly or more frequently if needed. It was determined based on observation that one child in Classroom B- 2nd L and seven children in Classroom C- 3rd L did not have a light cover during nap time on this date.

POI (Plan of Improvement)

The Center will ensure that a light cover is available for each child and will meet the requirements for laundering.

Correction Deadline: 9/8/2025**Finding**

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on observation that an infant was allowed to sleep in a crib with a blanket, pacifier strap, and bib attached around the infants neck on this date.

POI (Plan of Improvement)

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

Correction Deadline: 9/8/2025

Finding

591-1-1-.30(2)(c) requires that infants shall not sleep in equipment other than safety-approved cribs, such as, but not limited to, a car safety seat, bouncy seat, highchair, or swing. Infants who arrive at the Center asleep or fall asleep in such equipment, on the floor or elsewhere, shall be transferred to a safety-approved crib. It was determined based on observation that two infants in Classroom D-4th L were allowed to sleep in a bouncer on this date.

POI (Plan of Improvement)

The Center will only place infants in safe cribs to sleep and will transfer them to a safe crib when the infants are asleep in other equipment.

Correction Deadline: 9/8/2025

Staff Records

Records Reviewed: 10

Records with Missing/Incomplete Components: 3

Staff # 6

Not Met

Date of Hire: 03/04/2024

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 04/04/2024

"Missing/Incomplete Components"

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

Staff # 10

Not Met

Date of Hire: 08/04/2025

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

"Missing/Incomplete Components"

.09-Criminal Records Check Missing

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

Not Met

Correction Deadline: 7/22/2024

Corrected on 9/8/2025

.09(1)(a) - Correction of previous citation in that the Consultant observed documentation of 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 on this date.

Correction Deadline: 7/22/2024

Corrected on 9/8/2025

.09(1)(c) - Correction of previous citation in that the Consultant observed current satisfactory Comprehensive Records Check Determination letters for staff on this date.

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 a review of records that the center failed to electronically port the most recently issued determination letter on file for Staff #10 (hired on August 4, 2025).

POI (Plan of Improvement)

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

Correction Deadline: 9/8/2025

591-1-1-.14 First Aid & CPR(CR)**Not Met****Finding**

Previously Cited: 591-1-1-.14(1) requires the Center Director and, at any given time, at least fifty percent (50%) of the caregiver Staff to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid. The first aid training must be done by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Center shall maintain current evidence of the successful completion of such training which shall be available to the Department for inspection. It was determined based on a review of records, eight staff members did not have proof of current first aid/CPR training on this date.

591-1-1-.14(2)(a) requires that when any child is present on the premises, at least fifty percent (50%) of the caregiver staff present shall be trained in pediatric cardiopulmonary resuscitation (CPR) and pediatric first aid. It was determined based on a review of records that Staff #6 (hired March 4, 2024) did not have evidence of completing pediatric First Aid and CPR as required.

POI (Plan of Improvement)

Previously Cited: The Center Director and at least 50% of the caregiver Staff will complete the needed training. The Director will send written verification to the consultant upon completion and will develop a plan to ensure that at least 50% of the caregiver Staff have completed this training at any given time and that evidence of successful completion of the training is on file available for inspection.

A minimum of 50% of all caregiver Staff on the premises must successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid taught by certified or licensed health care professionals or trainers and must deal with the provision of emergency care to infants and children. The Director will send copies via email of verification of completed CPR/First Aid certification to the Consultant upon completion.

Correction Deadline: 10/3/2025

Recited on 9/8/2025

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 #6 (hired on March 4, 2024) did not have evidence of completing Health & Safety Orientation training on this date.

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: 9/19/2025

Recited on 9/8/2025

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)

Technical Assistance

Technical Assistance

591-1-1-.32(7) - The Consultant and Director discussed ensuring that staff are seated within arms length of children thirty six months and younger during meals and snacks.

Correction Deadline: 9/8/2025