



**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:** 4/10/2017    **VisitType:** Licensing Study    **Arrival:** 9:20 AM    **Departure:** 1:30 PM

**CCLC-29175**

**Fresh Start Learning Academy**

6375 Spalding Dr., Ste M Norcross, GA 30092 Gwinnett County  
 (770) 441-2422 dellaavent@comcast.net

**Regional Consultant**

Leslie Pettis  
 Phone: (770) 357-7022  
 Fax: (770) 357-7021  
 leslie.pettis@dec.al.ga.gov

**Mailing Address**  
 Same

<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.
04/10/2017	Licensing Study	Good Standing	
12/08/2016	Monitoring Visit	Good Standing	
05/10/2016	Licensing Study	Good Standing	

**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
Main	1L	Four Year Olds	2	18	C	23	C	NA	NA	Story
Main	1R Back	One Year Olds	1	3	C	9	C	NA	NA	Free Play
Main	1R Front	Two Year Olds	1	7	C	14	C	NA	NA	Free Play
Main	2R		0	0	C	24	C	NA	NA	
Total Capacity @35 sq. ft.: 50						Total Capacity @25 sq. ft.: 0		Building capacity limited by Playground Limitations		
Total # Children this Date: 28			Total Capacity @35 sq. ft.: 50			Total Capacity @25 sq. ft.: 0				


Building	Playground	Playground Occupancy	Playground Compliance
Main	Infant/Toddler	6	C
Main	Top Play	45	C

**Comments**

The purpose of this visit was to conduct a Licensing Study as well as follow up from previous visit conducted on December 8, 2016.

Plan of Improvement: Developed This Date 04/10/2017

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).

	<p><b>Reminder:</b> All employees of child care programs must be fingerprinted before <b>January 1, 2017</b>. For instructions and to submit records check applications online, please visit <a href="http://www.decalkoala.com">www.decalkoala.com</a>. You are encouraged not to wait and to complete the process as soon as possible.</p>
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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.

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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.

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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)

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Della Avent, Program Official

Date

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Leslie Pettis, Consultant

Date



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### Findings Report

Date: 4/10/2017 VisitType: Licensing Study Arrival: 9:20 AM Departure: 1:30 PM

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The following information is associated with a Licensing Study:

### Activities and Equipment

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

**Met**

**Comment**

Observed-Variety Throughout Center

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

**N/A**

**Comment**

No Swimming Activities Provided

### Facility

**591-1-1-.25 Physical Plant - Safe Environment(CR)**

**Not Met**

**Finding**

591-1-1-.25(13) requires that hazardous equipment, materials and supplies be inaccessible to children. It was determined based on observation that a staff member's purse was stored in an unlocked cabinet under the sink, causing hazards to be accessible to children.

**POI (Plan of Improvement)**

To ensure the safe storage of hazardous items, the center will ensure that all potential hazards are kept out of the reach of children in care. Correction was made on site where Director removed the bag and placed it in her office.

**Correction Deadline: 4/10/2017**

**Recited on 4/10/2017**

**Correction Deadline: 12/8/2016**

**Corrected on 4/10/2017**

**.25(8) - Previous citation corrected in that consultant observed all outlets to either be covered or plugged in all classrooms.**

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

**Met**

**Correction Deadline: 12/12/2016**

Corrected on 4/10/2017

.26(4) - Previous citation corrected in that Director has placed another board on the fence, over the gap that was measured to be 10 inches.

## Health and Hygiene

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

Met

**Comment**

Staff Stated Proper Knowledge

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

Met

**Comment**

Observed-Proper Hand Washing Throughout

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

Met

**Comment**

Discussed-Documentation/Procedures

## Safety

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

Met

**Comment**

Observed-Positive Learning Environment

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

Met

**Comment**

No Field Trips at This Time

591-1-1-.36 Transportation(CR)

Met

**Comment**

No transportation provided at this time.

## Sleeping & Resting Equipment

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

Met

**Comment**

Correct number of mats; disinfecting discussed

## Staff Records

Records Reviewed: 9

Records with Missing/Incomplete Components: 4

Staff # 4

Not Met

Date of Hire: 09/09/2009

"Missing/Incomplete Components"

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

Staff # 5

Not Met

Date of Hire: 07/26/2016

"Missing/Incomplete Components"

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

Staff # 7

Not Met

Date of Hire: 08/10/2012

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.09-Criminal Records Check Missing

Staff # 9

Not Met

Date of Hire: 08/01/2009

"Missing/Incomplete Components"

.09-Criminal Records Check Missing,.14(2)-CPR missing,.14(2)-First Aid Missing

**591-1-1-.09 Criminal Records Check(CR)**

**Not Met**

**Finding**

591-1-1-.09(1)(e) requires every Employee hired before January 1, 2014 have either a satisfactory Preliminary Records Check Determination or a satisfactory Fingerprint Records Check Determination on file and requires that Employees hired before January 1, 2014 that have only a satisfactory Preliminary Records Check Determination on file to obtain a Fingerprint Records Check Determination before January 1, 2017. It was determined based on review of records that two out of eight staff did not have a satisfactory determination letter on file.

**POI (Plan of Improvement)**

The Center will ensure that every employee hired before January 1, 2014 has a satisfactory preliminary determination or satisfactory fingerprint determination on file and will have a plan to ensure that these employees obtain a Fingerprint Records Check Determination before January 1, 2017. Director allowed both staff to leave on their lunch breaks to get the fingerprints done. Consultant also observed both staff register their application on DECAL website.

**Correction Deadline: 4/10/2017**

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

**Not Met**

**Finding**

591-1-1-.14(1) requires the Center Director to successfully complete a biennial training program in cardiopulmonary resuscitation (CPR) and a triennial training program in first aid that is conducted by certified or licensed health care professionals and deals with the provision of emergency care to infants and children. In addition, at least fifty percent (50%) of the caregiver Staff shall have completed such training at any given time. It was determined based on review of records that the Director and five out of eight staff did not have a current CPR/First Aid certification on file.

**POI (Plan of Improvement)**

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. The Director did schedule a CPR/First Aid Trainer to come to the center and train her staff on Wednesday, April 12, 2017.

**Correction Deadline: 5/10/2017**

<b>Staffing and Supervision</b>
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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)**

**Met**

**Comment**

Observed-Adequate Supervision

**Comment**

Observed-Direct Supervision/Attentive Staff