



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: 5/16/2017 **VisitType:** Licensing Study **Arrival:** 1:20 PM **Departure:** 3:30 PM

CCLC-38782

Kids 4 Kompany

1520 Tara Rd. Jonesboro, GA 30238-6504 Clayton County
 (770) 210-9022 k4kla@bellsouth.net

Regional Consultant

Stephen Knighton

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coty.cummings@decal.ga.gov

Mailing Address

Same

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.
05/16/2017	Licensing Study	Good Standing	
07/25/2016	Complaint Closure	Good Standing	
07/25/2016	Complaint Investigation & Monitoring Visit	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	A	Infants	1	2	C	14	C	NA	NA	Nap
Main	B	Two Year Olds	2	16	C	20	C	NA	NA	Nap
Main	C	PreK	1	3	C	21	C	NA	NA	Free Play
Main	D	PreK	2	4	C	22	C	NA	NA	Free Play
Main	E		0	0	C	22	C	NA	NA	
Main	F		0	0	C	22	C	NA	NA	
Main	G		0	0	C	20	C	NA	NA	Not In Use
Main	H	One Year Olds and Two Year Olds	3	12	C	17	C	NA	NA	Nap, Transitioning
Main	I	Four Year Olds	1	10	C	16	C	NA	NA	Free Play
					Total Capacity @35 sq. ft.: 174		Total Capacity @25 sq. ft.: 0			
Total # Children this Date: 47			Total Capacity @35 sq. ft.: 174			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	3 & 4 YEAR OLD	21	C
Main	ASP	20	C
Main	Infant/ Toddler	17	C

Comments

Consultant will return to this facility on May 17, 2017 to complete this visit. Due to no officially designated person being on duty, consultant was unable to review all employee records and criminal records checks.

Consultant returned on May 17, 2017 to complete this visit. Staff documentation was provided and consultant was able to finalize the visit.

One day letter left for two staff members missing criminal records checks.

Plan of Improvement: Developed This Date 05/16/2017

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).



Reminder: All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit www.decalkoala.com. You are encouraged not to wait and to complete the process as soon as possible.



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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.

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@dec.state.ga.us.

- 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://dec.state.ga.us/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)

Brenda Brooks, Program Official

Date

Stephen Knighton, Consultant

Date



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Findings Report

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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 on observation that Classroom B - Toddlers did not have a current lesson plan posted. Consultant observed lesson plans for the previous week of May 8, 2017 to be posted.

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: 5/16/2017

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

Met

Comment

Observed-Pool Not in Use-Gates Locked

Facility

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

Not Met

Finding

591-1-1-.25(3) requires that the Center and surrounding premises be clean, free of debris and in good repair. It was determined based on observation that two light bulbs were non-operational in Classroom G; the afterschool classroom.

POI (Plan of Improvement)

To ensure the cleanliness, sanitation and safety of the environment, the center will ensure that all lights are operational.

Correction Deadline: 5/16/2017

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

Observation-Clean/Good Repair

Food Service

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

591-1-1-.15(3) requires that baby bottles and formula meet the following requirements: 1) be clearly labeled with the child's name; 2) parents will supply formula or breast milk daily in bottles and only the current day's formula or breast milk will be served; 3) bottles be refrigerated at 40 degrees Fahrenheit or less; and 4) only commercially prepared, ready to-feed formula be used if provided by the center. Refrigerated or frozen breast milk shall only be heated or thawed under warm, running water or in a container of warm water. It was determined based on observation that the center did not meet baby bottle and formula requirements in that consultant observed three baby bottles to be unlabeled without the child's name.

POI (Plan of Improvement)

To ensure that baby bottles and formula meet all requirements, the center will ensure that all baby bottles are labeled with the child's name.

Correction Deadline: 5/16/2017

591-1-1-.18 Kitchen Operations**Met****Comment**

Kitchen Appears Clean/Well Organized

Health and Hygiene

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

Observed-Proper Diapering

CommentStaff 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

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 the first left, third right, and fourth right seat on the transportation bus had torn or ripped seating.

POI (Plan of Improvement)

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

Correction Deadline: 5/17/2017

Sleeping & Resting Equipment

Comment

Observed-Pleasant Naptime Environment

Staff Records

Records Reviewed: 15

Records with Missing/Incomplete Components: 9

Staff # 3 Not Met

Date of Hire: 05/04/2017

"Missing/Incomplete Components"

.24(a)-No Record,.09-Criminal Records Check Missing

Staff # 4 Not Met

Date of Hire: 01/01/2017

"Missing/Incomplete Components"

.24(a)-No Record

Staff # 5 Not Met

Date of Hire: 03/08/2017

"Missing/Incomplete Components"

.24(a)-No Record

Staff # 7 Not Met

Date of Hire: 04/27/2016

"Missing/Incomplete Components"

.24(a)-No Record

Staff # 8 Not Met

Date of Hire: 02/28/2017

"Missing/Incomplete Components"

.24(a)-No Record

Staff # 9 Not Met

Date of Hire: 04/18/2017

"Missing/Incomplete Components"

.24(a)-No Record,.09-Criminal Records Check Missing

Staff # 11

Not Met

Date of Hire: 01/23/2017

"Missing/Incomplete Components"

.24(a)-No Record

Staff # 12

Not Met

Date of Hire: 01/01/2014

"Missing/Incomplete Components"

.24(c)-Education Experience Missing,.24(a)-No Record

Staff # 13

Not Met

Date of Hire: 02/12/2015

"Missing/Incomplete Components"

.24(a)-No Record

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

Not Met

Finding

591-1-1-.09(1)(c) requires the Center to maintain valid evidence of a satisfactory criminal records check for the Director, each Employee and each Provisional Employee of the Child Care Learning Center for the duration of their employment plus one year, such evidence must be made immediately available to the Department upon request. It was determined based on a review of records that eleven employees did not have a copy of a satisfactory criminal records check readily available upon request.

POI (Plan of Improvement)

The Center will ensure that valid evidence of satisfactory CRC's are maintained and are immediately available to the Department for the duration of the Employees employment plus one year.

Correction Deadline: 5/16/2017

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 a review of records that the provider was unable to provide evidence that at least fifty percent of all staff have completed CPR & First Aid training as required.

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.

Correction Deadline: 6/15/2017

591-1-1-.24 Personnel Records

Not Met

Finding

591-1-1-.24 requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain information noted in 591-1-1-.24(a-h). It was determined based on a review of records that eleven staff members did not have personnel files readily available to consultant upon request.

POI (Plan of Improvement)

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 5/21/2017

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

Not Met

Finding

591-1-1-.31(1)(a) requires the Center to have a Director who is responsible for the supervision, operation and maintenance of the Center. The Director must be on the Center's premises. If the Director is absent from the Center at any time during the hours of the Center's operation, there shall be an officially designated person on the Center site to assume responsibility for the operation of the Center, and this person shall have full access to all records required to be maintained under these rules. It was determined based on observation that the center director was off the premises for the duration of this visit. The officially designated staff person did not have full access to employee files and other requested information.

POI (Plan of Improvement)

The Center will ensure a director, responsible for the supervision, operation and maintenance of the Center is on the premises. during operating hours. The Center will officially designate a person to assume responsibility for the operation of the Center when the director is not present who has full access to all records.

Correction Deadline: 5/16/2017

Staffing and Supervision

591-1-1-.32 Staff:Child Ratios and Group Size(CR)

Met

Comment

Observed-Appropriate Staff:Child Ratios

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

Met

Comment

Observed-Adequate Supervision