



**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:** 2/27/2018    **VisitType:** Monitoring Visit    **Arrival:** 10:00 AM    **Departure:** 1:45 PM

**CCLC-29175**

**Fresh Start Learning Academy**

6375 Spalding Dr., Ste M Norcross, GA 30092 Gwinnett County  
(177) 044-1242 dellaavent@comcast.net

**Regional Consultant**

Tamra Thomas

Phone: (770) 405-7962

Fax: (404) 591-6172

tamra.thomas@dec.al.ga.gov

**Mailing Address**

6375 SPALDING DR STE M  
NORCROSS, GA 30092

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>		
02/27/2018	Monitoring Visit	Good Standing
09/20/2017	Licensing Study	Good Standing
04/10/2017	Licensing Study	Good Standing

**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
Main	1L	PreK	2	18	C	23	C	NA	NA	Transitioning, Outside
Main	1R Back	Infants and One Year Olds and Two Year Olds	1	4	C	9	C	NA	NA	Floor Play, Diapering
Main	1R Front	Three Year Olds and Four Year Olds	1	8	C	14	C	NA	NA	Circle Time
Main	2R	PreK	2	18	C	24	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 50			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Playground Limitations				
Total # Children this Date: 48			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 provider will print the updated DECAL rules and regulation handbook to post in the lobby.

Plan of Improvement: No Plan Developed

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](http://www.decalkoala.com). You are encouraged not to wait and to complete the process as soon as possible.

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.ga.gov](mailto:CCSRefutations@dec.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://dec.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)



**Important New Deadlines:**

Your program must be Quality Rated by December 31, 2020 in order to continue to receive Childcare and Parent Services (CAPS). Sign up for Quality Rated by June 30, 2018 in order to be eligible to receive a bonus package.

Get started today! Sign up by completing a short online application: <https://qualityrated.dec.ga.gov/>  
 Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or [qualityrated@dec.ga.gov](mailto:qualityrated@dec.ga.gov)

Della Avent, Program Official

Date

Tamra Thomas, Consultant

Date



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

### Findings Report

**Date:** 2/27/2018    **VisitType:** Monitoring Visit    **Arrival:** 10:00 AM    **Departure:** 1:45 PM

**CCLC-29175**

**Fresh Start Learning Academy**

6375 Spalding Dr., Ste M Norcross, GA 30092 Gwinnett County  
(177) 044-1242 dellaavent@comcast.net

**Mailing Address**

6375 SPALDING DR STE M  
NORCROSS, GA 30092

**Regional Consultant**

Tamra Thomas

Phone: (770) 405-7962

Fax: (404) 591-6172

tamra.thomas@dec.al.gov

The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

**Met**

**Comment**

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

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

**Met**

**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.

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

**Not Met**

**Finding**

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation the following hazards were accessible: Class 1L Pre-K had an cabinet with Lysol Spray, Clorox Bleach and Airwick spray accessible given the latch was broken, and the closet was unlocked with a black purse sitting on a chair.

Class 1R back Infant room changing table left drawer had two first aid kits, black sharpie marker and A & D ointment

**POI (Plan of Improvement)**

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

**Correction Deadline: 2/27/2018**

**Technical Assistance**

Discussed with the staff to ensure class 1L restroom exhaust fan is operating properly given no sounds is heard when the switch is turned on.

**Correction Deadline: 2/27/2018**

---

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

**Not Met**

**Finding**

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation two inches of mulch was observed at the bottom of the green slide.

**POI (Plan of Improvement)**

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

**Correction Deadline: 3/9/2018**

---

**Food Service**

---

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

**Technical Assistance**

**Technical Assistance**

Discussed with the staff to ensure all bottles are labeled with the names given one infant's bottles were not labeled.

**Correction Deadline: 2/27/2018**

---

**Health and Hygiene**

---

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

**Met**

**Comment**

Proper diapering procedures observed.

---

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

**Met**

**Comment**

Staff were observed to remind children to wash hands.

---

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

**Met**

**Comment**

Discussed proper medication documentation and procedures with the staff on this date.

---

**Safety**

---

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

**Met**

**Comment**

Staff were observed to maintain a positive learning environment on this date.

---

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

**Met**

**Comment**

Center does not provide routine transportation.

---

**Sleeping & Resting Equipment**

**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.

<b>Staff Records</b>
----------------------

**Records Reviewed: 9**

**Records with Missing/Incomplete Components: 4**

Staff # 1 Not Met

Date of Hire: 03/20/2017

"Missing/Incomplete Components"

.24(1)-Education Experience Missing

Staff # 2 Met

Date of Hire: 09/14/2015

Staff # 3 Met

Date of Hire: 09/09/2009

Staff # 4 Not Met

Date of Hire: 01/22/2018

"Missing/Incomplete Components"

.16(b)-40 Hr. Director Training Missing

Staff # 5 Met

Date of Hire: 01/30/2017

Staff # 6 Not Met

Date of Hire: 06/02/2010

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 7 Not Met

Date of Hire: 08/30/2010

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

Staff # 8 Met

Date of Hire: 10/23/2022

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

Staff # 9 Met

Date of Hire: 08/01/2009

**Staff Credentials Reviewed: 9**

---

**591-1-1-.09 Criminal Records Check(CR)****Met****Correction Deadline: 9/20/2017****Corrected on 2/27/2018****Correction of previous citation. The provider had background checks on file for all current staff on this date.**

---

**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 training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on review of records two staff did not have Health and Safety training beyond ninety days of hire.

**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.

**Correction Deadline: 3/29/2018**

---

**591-1-1-.31 Staff(CR)****Not Met****Technical Assistance**

The provider did not have proof of the Director 40hr training on file. The staff will obtain proof of training or enroll to take the class at this time.

**Correction Deadline: 2/27/2018****Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on review of records the center has one lead teacher without the required credential on this date.

**POI (Plan of Improvement)**

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

**Correction Deadline: 2/27/2018**

<b>Staffing and Supervision</b>
---------------------------------

---

**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.