



**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:** 8/17/2021    **VisitType:** Licensing Study    **Arrival:** 9:00 AM    **Departure:** 10:00 AM

**CCLC-35652**

**Tender Years Learning Center #6**

905 Claxton Dairy Rd. Dublin, GA 31021 Laurens County  
 (478) 275-3300 tylc6@tylcorp.com

**Regional Consultant**

Laura Johnson

Phone: (470) 891-3520

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**Mailing Address**

3440 Oakcliff Road Suite# 112  
 ATLANTA, GA 30340

**Quality Rated:** ★ ★

| <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.<br><br><b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.<br><b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.<br><b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules. |
|------------------------------------|------------------|---------------|--|
| 08/17/2021                         | Licensing Study  | Good Standing |  |
| 03/10/2021                         | Monitoring Visit | Good Standing |  |
| 08/13/2020                         | 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                          | 1st Left  | One Year Olds and Two Year Olds | 1                           | 5        | C    | 7          | C                           | NA         | NA           | Free Play |   |
| Main                          | 1st Right |                                 | 0                           | 0        | C    | 28         | C                           | NA         | NA           |           |   |
| Main                          | 2nd Left  |                                 | 0                           | 0        | C    | 12         | C                           | NA         | NA           |           |   |
| Main                          | 2nd Right |                                 | 0                           | 0        | C    | 16         | C                           | NA         | NA           |           |   |
| Main                          | 3rd Left  | Three Year Olds                 | 1                           | 1        | C    | 23         | C                           | NA         | NA           | Centers   |   |
| Main                          | Gym Back  |                                 | 0                           | 0        | C    | 19         | C                           | NA         | NA           |           |   |
| Main                          | Gym Left  |                                 | 0                           | 0        | C    | 20         | C                           | NA         | NA           |           |   |
| Main                          | Gym Right |                                 | 0                           | 0        | C    | 29         | C                           | NA         | NA           |           |   |
| Total Capacity @35 sq. ft.:   |           |                                 |                             |          |      | 154        | Total Capacity @25 sq. ft.: |            |              |           | 0 |
| Total # Children this Date: 6 |           |                                 | Total Capacity @35 sq. ft.: |          |      | 154        | Total Capacity @25 sq. ft.: |            |              |           | 0 |

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------|----------------------|-----------------------|
| Main     | Back Left  | 65                   | C                     |
| Main     | Left Front | 10                   | C                     |
| Main     | Right      | 126                  | C                     |

**Comments**

An Administrative Review was conducted on August 17, 2021. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on August 17, 2021 with the Director, Constantine Williams. An in-person visit was not conducted due to the COVID-19 pandemic.

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), e-mail the following information to [CCSRefutations@dec.al.ga.gov](mailto:CCSRefutations@dec.al.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.al.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).

Get started today! Sign up by completing a short online application: <https://qualityrated.dec.al.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.al.ga.gov](mailto:qualityrated@dec.al.ga.gov)

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Kirby Norton, Program Official

Date

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Laura Johnson, Consultant

Date



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### Findings Report

**Date:** 8/17/2021 **VisitType:** Licensing Study **Arrival:** 9:00 AM **Departure:** 10:00 AM

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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**

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.

**Comment**

Pool not in use at this time, gates observed locked.

### Children's Records

**Records Reviewed: 5**

**Records with Missing/Incomplete Components: 0**

|           |     |
|-----------|-----|
| Child # 1 | Met |
| Child # 2 | Met |
| Child # 3 | Met |
| Child # 4 | Met |
| Child # 5 | Met |

**591-1-1-.08 Children's Records**

**Met**

**Comment**

Records were observed to be complete and well organized.

**591-1-1-.06 Bathrooms****Met****Comment**

The bathrooms were observed to be clean and well maintained during a virtual visit on August 17, 2021.

**591-1-1-.19 License Capacity(CR)****Met****Comment**

Licensed capacity observed to be met by center during a virtual visit on August 17, 2021.

**591-1-1-.25 Physical Plant - Safe Environment(CR)****Not Met****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 drainage issues around the center are causing flooding in the infant and one-year-old classrooms every time it rains. The center had sandbags outside the classroom doors, however rain water was still entering the classroom from outside of the building.

**POI (Plan of Improvement)**

The Center will make repairs where needed to ensure that the building is in good repair and drainage issues are corrected.. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring and maintenance.

**Correction Deadline: 9/30/2021**

**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 that the following equipment did not have adequate resilient surfacing:

- The two swing sets on the playground had two-inches of resilient surfacing and not six-inches as required. Additionally, grass was observed growing through the resilient surfacing.
- The fall zone under the slide on the Afterschool Playground had three-inches of resilient surfacing and not six-inches as required. Additionally, grass was observed growing through the resilient surfacing. Grass is not adequate resilient surfacing.

**POI (Plan of Improvement)**

The Center will add additional resilient surfacing to the fall zones and under all swinging equipment where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency. The center will ensure that the resilient surfacing is raked frequently to prevent the surfacing from becoming compacted and to remove hazardous objects. These materials should also be raked to fill in areas of wear or displacement (e.g., under swings, bottom of slides, etc.) on a daily basis before children use the equipment.

**Correction Deadline: 9/30/2021**

**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 pool located between the Back Left playground and Left Front playground was full of green water creating a standing water hazard that attracts mosquitoes and other types of bugs and insects to the playground area presenting a hazard for the children in care.

**POI (Plan of Improvement)**

The Center will drain the water in the pool to remove hazards from the playground and will routinely monitor the playground for litter and other hazards.

Correction Deadline: 9/30/2021

**Food Service**

591-1-1-.18 Kitchen Operations

Met

**Comment**

The kitchen appeared clean and well organized during a virtual visit on August 17, 2021.

**Health and Hygiene**

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

Met

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Diapering was not directly observed during the virtual walk through. Procedures and sanitation regarding proper diapering were discussed with the Director during the virtual visit.

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

Met

**Comment**

A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing was not directly observed during the virtual walk through. Hand washing supplies were observed, and hand washing practices were discussed with the Director on this date.

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

N/A

**Comment**

The Provider currently does not dispense/administer medication.

**Policies and Procedures**

591-1-1-.21 Operational Policies & Procedures

Technical Assistance

**Technical Assistance**

591-1-1-.21(1)(p) - 591-1-1-.21(1)(p) requires the Center to have a written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the Center; to have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions and shall include assurance that no Center Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals.

The consultant spoke with the Director about ensuring that a written Emergency Preparedness Plan was on file and that all staff and parents were aware of the plan and knew what to do if any of the listed emergencies occur at the center. A sample Emergency Preparedness Plan was shared with the Director during the visit.

Correction Deadline: 8/22/2021

**Comment**

Program observed complete emergency drills

**Safety**

591-1-1-.05 Animals

N/A

**Comment**

Center does not keep animals on premises.

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

A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through. Regulations regarding proper discipline were discussed with the Director during the virtual walk through on August 17, 2021.

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**591-1-1-.13 Field Trips(CR)****N/A****Comment**

Center does not participate in field trips at this time.

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

A current and completed inspection was observed for the center van with license plate number PPF8808.

**Comment**

Complete documentation of transportation observed.

**Comment**

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

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**Sleeping & Resting Equipment**

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

A Virtual Visit was conducted due to the COVID-19 pandemic. Tight fitting sheets, SIDS, and infant sleeping position were discussed with the Director during the virtual visit on August 17, 2021.

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**Staff Records**

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**Records Reviewed: 4****Records with Missing/Incomplete Components: 2**

Staff # 1

Met

Date of Hire: 07/06/2021

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

Staff # 2

Not Met

Date of Hire: 09/20/2019

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 3

Met

Date of Hire: 01/21/2013

Staff # 4

Not Met

Date of Hire: 02/08/2021

"Missing/Incomplete Components"

.14(2)-CPR missing

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**Staff Credentials Reviewed: 5**

**Comment**

Criminal record checks were observed to be complete.

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

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 that the Director completed online CPR and First Aid certification and did not complete a hands-on CPR skills course in CPR 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 and that evidence of successful completion of the training is on file available for inspection.

**Correction Deadline: 9/30/2021**

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**591-1-1-.33 Staff Training****Not Met****Finding**

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined based on a review of records that one out of four employees did not complete ten hours of annual ongoing training for the calendar year 2020 as required.

**POI (Plan of Improvement)**

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

**Correction Deadline: 12/31/2021****Recited on 8/17/2021****Finding**

591-1-1-.33(6) requires that evidence of orientation and training shall be documented in the Personnel file of each Staff member and shall be available to the Department for inspection. It was determined based on a review of records that four out of four employees did not have evidence of initial center orientation as requested by the Department for an annual review.

**POI (Plan of Improvement)**

The Center will develop and implement procedures to review staff records for documentation of training and orientation, to obtain and place missing documentation in staff records, and to file such documents in staff records on an ongoing basis.

**Correction Deadline: 9/10/2021**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

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

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

**Met**

**Comment**

Appropriate staff:child ratios were observed in all classrooms during a virtual visit on August 17, 2021.

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

**Met**

**Comment**

Staff observed to provide direct supervision and be attentive to children's needs.