



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: 6/18/2019 **VisitType:** Licensing Study **Arrival:** 9:45 AM **Departure:** 12:30 PM

CCLC-36670

Pride & Joy Child Development

639 Pearl Bates Ave Eastman, GA 31023-5533 Dodge County
 (478) 374-4926 prideandjoy.childdevelopment@gmail.com

Mailing Address
 Same

Regional Consultant

Laura Johnson

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laura.johnson@decal.ga.gov

Joint with: Beth Houtz

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.
06/18/2019	Licensing Study	Good Standing	
04/15/2019	Complaint Closure	Good Standing	
03/07/2019	Complaint Investigation Follow Up	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
Building 2	After School	Six Year Olds and Over	1	21	C	24	C	34	C	Outside, Transitioning
Building 2	Pre K 1		0	0	C	25	C	NA	NA	
Building 2	Room 3	Three Year Olds and Four Year Olds	2	13	C	26	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 75			Total Capacity @25 sq. ft.: 176							
Main	Room A	Infants and One Year Olds	2	9	C	12	C	NA	NA	Floor Play, Diapering, Nap
Main	Room B	One Year Olds	2	9	C	0	NC	NA	NA	Outside
Main	Room C	Three Year Olds	1	15	C	33	C	NA	NA	Transitioning, Outside
Main	Room D	One Year Olds and Two Year Olds	2	10	C	17	C	NA	NA	Transitioning, Lunch
Main	Room E	Two Year Olds and Three Year Olds	2	16	C	20	C	NA	NA	Circle Time, Transitioning
Total Capacity @35 sq. ft.: 82			Total Capacity @25 sq. ft.: 176							
Total # Children this Date: 93			Total Capacity @35 sq. ft.: 157			Total Capacity @25 sq. ft.: 176				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A (left)	61	C
Main	B (right infant)	14	C
Main	C (back right)	87	C

Comments

The purpose of today's visit is a licensing study. The center does not provide transportation. All employee files were reviewed during the visit.

Plan of Improvement: Developed This Date 06/18/2019

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.state.ga.us/CCS/Regulations.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.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)



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.state.ga.us/>
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.state.ga.us

Vicki Noles, Program Official

Date

Laura Johnson, Consultant

Date

Beth Houtz, 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

Technical Assistance

Technical Assistance

591-1-1-.03(2) - The consultant spoke with the director about ensuring that all classrooms have a current lesson plan posted each week.

Correction Deadline: 6/18/2019

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

Not Met

Finding

591-1-1-.12(2) requires that all equipment and furniture be free from hazardous conditions such as, but not limited to, sharp rough edges or toxic paint; and be kept clean. It was determined based on observation that in the After School classroom, the sink in dramatic play had a four-inch crack with sharp edges presenting a hazard to the children in care. Additionally, in classroom A one out of three rocking chairs had several tears with exposed foam on the seat cushion.

POI (Plan of Improvement)

The Center will ensure that equipment and furniture are used by the age-appropriate group of children. The consultant discussed with the director about repairing, replacing, or removing the broken items.

Correction Deadline: 6/21/2019

Recited on 6/18/2019

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

N/A

Comment

Center does not provide swimming activities.

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.

Facility

591-1-1-.06 Bathrooms

Met

Comment

Please monitor bathrooms for necessary supplies.

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)

Met

Comment

Please be mindful to keep items that pose a hazard inaccessible to children.

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

Met

Comment

Discussed maintenance of resilient surface. Please fluff and redistribute.

Correction Deadline: 3/7/2019

Corrected on 6/18/2019

.26(4) - This citation was corrected on this date. The director showed the consultant where the three bolts were cut down to two threads.

Food Service

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

Met

Comment

Center menu meets USDA guidelines.

591-1-1-.18 Kitchen Operations

Met

Comment

Kitchen appears clean and well organized.

Health and Hygiene

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

Proper diapering procedures observed.

Correction Deadline: 3/7/2019

Corrected on 6/18/2019

.10(9) - This citation was corrected on this date. The director stated that diapering and food prep are kept separate.

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

Staff were observed to remind children to wash hands.

591-1-1-.20 Medications(CR)	Met
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Technical Assistance

591-1-1-.20(5) - The consultant spoke with the director about ensuring that unused medications are returned to the parent.

Correction Deadline: 6/18/2019

Policies and Procedures

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

Fire and Safety Drills were observed to be documented and up to date.

Correction Deadline: 6/23/2019

591-1-1-.27 Posted Notices	Met
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Comment

Observed all required posted notices.

Safety

591-1-1-.05 Animals	N/A
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Comment

Center does not keep animals on premises.

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

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

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

Center does not participate in field trips at this time.

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

Center does not provide routine transportation.

Sleeping & Resting Equipment

Correction Deadline: 3/7/2019

Corrected on 6/18/2019

.30(4) - This citation was corrected on this date. Mats and bedding was separated during storage and all mats were stored with covers on top of them to prevent children's access.

Staff Records

Records Reviewed: 24

Records with Missing/Incomplete Components: 1

Staff # 1	Met
Date of Hire: 06/03/2019	
Staff # 2	Met
Date of Hire: 02/01/2017	
Staff # 3	Met
Date of Hire: 09/28/2018	
Staff # 4	Met
Date of Hire: 10/12/2015	
Staff # 5	Met
Date of Hire: 02/21/2017	
Staff # 6	Met
Date of Hire: 08/17/2015	
Staff # 7	Met
Date of Hire: 02/01/2019	
Staff # 8	Met
Date of Hire: 08/17/2017	
Staff # 9	Met
Date of Hire: 10/02/2014	
Staff # 10	Met
Date of Hire: 04/01/2019	
Staff # 11	Not Met
Date of Hire: 11/01/2017	
<u>"Missing/Incomplete Components"</u>	
.33(4)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(4)-1st Yr. Training 4 Hrs. Missing	
Staff # 12	Met
Date of Hire: 03/25/2019	

Staff # 13	Met
Date of Hire: 03/04/2019	
Staff # 14	Met
Date of Hire: 04/21/2017	
Staff # 15	Met
Date of Hire: 04/26/2018	
Staff # 16	Met
Date of Hire: 02/18/2019	
Staff # 17	Met
Staff # 18	Met
Date of Hire: 11/26/2018	
Staff # 19	Met
Date of Hire: 01/27/2017	
Staff # 20	Met
Date of Hire: 03/07/2019	
Staff # 21	Met
Date of Hire: 05/25/2017	
Staff # 22	Met
Date of Hire: 08/30/2018	
Staff # 23	Met
Date of Hire: 01/01/2014	
Staff # 24	Met

Staff Credentials Reviewed: 24**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)****Met****Comment**

Criminal record checks were observed to be complete.

Comment

Director provided five file(s) for employees hired since last visit.

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

Complete first aid kits observed in center.

Comment

Evidence observed of 50% of center staff certified in First Aid and CPR.

591-1-1-.33 Staff Training**Technical Assistance****Technical Assistance**

591-1-1-.33(4) requires all Staff who provide any direct care to children, except independent contractors, Students-in-Training and volunteers, to obtain ten (10) clock hours of training or instruction in child care issues from an accredited school or Department-approved source. At least six (6) of the clock hours must be divided as follows: four (4) clock hours of training in any of the following topics: disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and two (2) clock hours of training in identifying, reporting and meeting the needs of abused, neglected or deprived children.

The consultant observed one staff member not to have completed the the first year basic six training. The consultant discussed the first year basic six training requirements for all new employees.

Correction Deadline: 7/18/2019

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)**Met****Comment**

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