



**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: 10/3/2018 **VisitType:** Licensing Study **Arrival:** 9:15 AM **Departure:** 1:00 PM

CCLC-38782

Kids 4 Kompany

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

Regional Consultant

Ruby Norman

Phone: (770) 405-7959

Fax: (404) 591-5187

laura.davis@decal.ga.gov

Mailing Address

1520 Tara Rd.
Jonesboro, GA 30238-6504

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.
10/03/2018	Licensing Study	Good Standing	
03/20/2018	Licensing Study	Good Standing	
10/11/2017	Complaint Investigation & Monitoring Visit	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	A	Infants and One Year Olds	2	8	C	14	C	NA	NA	Floor Play,Feeding
Main	B	Two Year Olds	2	16	C	20	C	NA	NA	Outside
Main	C	PreK	2	18	C	21	C	NA	NA	Outside
Main	D	One Year Olds	3	12	C	22	C	NA	NA	Centers
Main	E	PreK	2	16	C	22	C	NA	NA	Centers
Main	F		0	0	C	22	C	NA	NA	
Main	G		0	0	C	20	C	NA	NA	
Main	H	PreK	1	9	C	17	C	NA	NA	Centers
Main	I	PreK	1	15	C	16	C	NA	NA	Transitioning
Total Capacity @35 sq. ft.: 174						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 94			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

1 day letter was left

Plan of Improvement: Developed This Date 10/03/2018

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

Brenda Brooks, Program Official

Date

Ruby Norman, 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-.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-.06 Bathrooms

Met

Comment

Please secure cleaning tools (i.e., broom, plunger) out of reach of children.

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

Playground observed to be clean and in good repair.

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

The program director stated that no medication is dispensed.

Policies and Procedures

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

Correction Deadline: 3/25/2018

Corrected on 10/3/2018

.21(3) - Previous citation corrected, the fire drill log was complete on this date.

Safety

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

Comment

Please be mindful of voice tone in redirecting children.

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

Comment

Complete documentation of transportation observed.

Sleeping & Resting Equipment

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

Technical Assistance

591-1-1-.30(1)(a)3 - Please ensure that crib sheets are changed daily or more often as needed.

Correction Deadline: 10/3/2018

Staff Records

Records Reviewed: 12

Records with Missing/Incomplete Components: 0

Staff # 1 Met

Date of Hire: 09/11/2018

Staff # 2 Met

Date of Hire: 02/26/2018

Staff # 3 Met

Date of Hire: 03/15/2018

Records Reviewed: 12

Records with Missing/Incomplete Components: 0

Staff # 4 Date of Hire: 09/10/2018	Met
Staff # 5 Date of Hire: 03/19/2015	Met
Staff # 6 Date of Hire: 06/05/2017	Met
Staff # 7 Date of Hire: 12/28/2017	Met
Staff # 8 Date of Hire: 10/01/2018	Met
Staff # 9 Date of Hire: 02/01/2016	Met
Staff # 10 Date of Hire: 01/01/2014	Met
Staff # 11 Date of Hire: 09/06/2014	Met
Staff # 12 Date of Hire: 09/17/2018	Met

Staff Credentials Reviewed: 12

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)

Not Met

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on a review of records that three new staff had a local criminal records check on file and not a satisfactory comprehensive records check determination complete as required.

POI (Plan of Improvement)

The Center will ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required.

Correction Deadline: 10/3/2018

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

Correction Deadline: 3/20/2018

Corrected on 10/3/2018

.09(1)(c) - Previous citation corrected, the two employees are no longer employed.

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

Comment

Please replace/add missing/expired item(s) in first aid kit(s).

591-1-1-.33 Staff Training **Met**

Correction Deadline: 4/19/2018

Corrected on 10/3/2018

.33(4) - Previous citation corrected, employees had the required 10 hour annual training for 2018.

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

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

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

Adequate supervision observed on this date.