



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: 6/4/2019 **VisitType:** Monitoring Visit **Arrival:** 9:35 AM **Departure:** 1:00 PM

CCLC-38782

Kids 4 Kompany

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

Regional Consultant

Octavia Humphrey

Phone: (770) 357-3234

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octavia.humphrey@decal.ga.gov

Mailing Address

Same

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.
06/04/2019	Monitoring Visit	Good Standing	
01/02/2019	Complaint Closure	Good Standing	
12/20/2018	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
Main	A	Infants	2	5	C	14	C	NA	NA	Nap, Floor Play, Feeding
Main	B	Two Year Olds	2	16	C	20	C	NA	NA	Transitioning
Main	C		0	0	C	21	C	NA	NA	
Main	D	One Year Olds	2	12	C	22	C	NA	NA	Diapering, Free Play
Main	E		0	0	C	22	C	NA	NA	
Main	F	Five Year Olds and Six Year Olds and Over	3	21	C	22	C	NA	NA	Transitioning
Main	G	Three Year Olds	2	10	C	20	C	NA	NA	Outside
Main	H		0	0	C	17	C	NA	NA	
Main	I	Five Year Olds	1	11	C	16	C	NA	NA	Music
Total Capacity @35 sq. ft.:						174	Total Capacity @25 sq. ft.:		0	
Total # Children this Date: 75			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

The purpose of today's visit was to conduct a MV and to follow-up from the previous visit conducted on December 12, 2018.
Consultant left business card.
Consultant left Look Again Decal
Consultant left documentation needed for licensing study.
Consultant left Decal Scholars pamphlet.

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).



Please refer to the website, <http://www.decal.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@decal.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://decal.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.decal.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@decal.ga.gov

Brenda Brooks, Program Official

Date

Octavia Humphrey, Consultant

Date



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Findings Report

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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-.06 Bathrooms

Not Met

Finding

591-1-1-.06(4) requires a Center first licensed after March 1, 1991, and Centers that remodel or add to existing plumbing facilities, to have the bathroom area fully enclosed and ventilated to the outside of the building with either an open screened window or functioning exhaust fan and duct system and requires Centers without fully enclosed bathrooms to ensure there is adequate ventilation to control odors and adequate sanitation measures to prevent the spread of contagious diseases. It was determined based on observation that the ventilation fan in Classroom Main B Two year old was not in good repair. Consultant conducted the tissue test for suction.

POI (Plan of Improvement)

The Center will fully enclose and ventilate bathroom areas, as required, and will provide adequate ventilation and sanitation in bathrooms that are not fully enclosed.

Correction Deadline: 7/4/2019

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 such as, but not limited to brooms and dust pans.

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

Proper hand washing observed throughout the center.

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

Comment

The Provider currently does not dispense/administer medication.

Safety

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

Comment

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

591-1-1-.13 Field Trips(CR) **Met**

Comment

Center does not participate in field trips at this time.

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

Comment

Complete documentation of transportation observed.

Comment

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

Comment

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

Sleeping & Resting Equipment

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

Comment

Discussed SIDS and infant sleeping position.

Correction Deadline: 12/20/2018

Corrected on 6/4/2019

.30(2)(c) - Consultant observed infants asleep in approved cribs on this date.

Records Reviewed: 21

Records with Missing/Incomplete Components: 2

Staff # 1	Met
Date of Hire: 09/11/2018	
Staff # 2	Met
Date of Hire: 02/26/2018	
Staff # 3	Met
Date of Hire: 10/29/2018	
Staff # 4	Met
Date of Hire: 05/13/2019	
Staff # 5	Met
Date of Hire: 03/15/2018	
Staff # 6	Met
Date of Hire: 03/19/2015	
Staff # 7	Met
Date of Hire: 05/06/2019	
Staff # 8	Met
Date of Hire: 12/12/2018	
Staff # 9	Met
Date of Hire: 12/28/2017	
Staff # 10	Not Met
Date of Hire: 03/04/2019	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	
Staff # 11	Met
Date of Hire: 02/01/2016	
Staff # 12	Met
Date of Hire: 01/01/2014	
Staff # 13	Not Met
Date of Hire: 01/14/2019	
<u>"Missing/Incomplete Components"</u>	
.33(3)-Health & Safety Certificate	

Records Reviewed: 21

Records with Missing/Incomplete Components: 2

Staff # 14 Date of Hire: 12/10/2018	Met
Staff # 15 Date of Hire: 12/03/2018	Met
Staff # 16 Date of Hire: 08/17/2018	Met
Staff # 17 Date of Hire: 09/06/2014	Met
Staff # 18 Date of Hire: 12/06/2018	Met
Staff # 19 Date of Hire: 11/12/2018	Met
Staff # 20 Date of Hire: 09/17/2018	Met
Staff # 21 Date of Hire: 11/19/2018	Met

Staff Credentials Reviewed: 21

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

Met

Comment

Director provided four (4) files for employees hired since last visit.

Comment

Satisfactory Comprehensive Criminal background record checks were observed to be complete for each staff member on this date.

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

Not Met

Finding

591-1-1-.14(3) requires the Center to have a first aid kit in each building of the Center and in any vehicle used by the Center for transportation of children, that contains scissors, tweezers, gauze pads, adhesive tape, thermometer, Band-Aid, assorted sizes, antibacterial ointment, insect-sting preparation, an antiseptic cleansing solution, triangular bandages, rubber gloves, protective eye wear, a protective face mask, and a cold pack. The first aid kit, together with a first aid instruction manual which must be kept with the kit at all times, shall be stored so that it is not accessible to children but is easily accessible to Staff. It was determined based on observation that one vehicle, tag no#PTB6074 did not have a first aid kit as required by the Department.

POI (Plan of Improvement)

Center Staff will provide any missing first aid kits, add any missing items to each first aid kit and will develop and use a plan for checking the kits and replacing missing items in each kit in the future. First aid kits and instruction manuals will be stored so that they kits are not accessible to children but are easily accessible to Center Staff.

Correction Deadline: 6/14/2019

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 that two staff members did not complete health and safety training within the first 90 days of employment.

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: 7/4/2019

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

Not Met

Comment

Staff observed to be compliant with applicable laws and regulations.

Finding

591-1-1-.31(2)(c) requires the Center to maintain a copy and/or written verification of the credential or degree awarded to the lead teacher that is required by these rules in the lead teacher's file, to make the document available for inspection and to provide the document to Department staff upon request. It was determined based on review of records that two lead teacher's did not have a copy of their credential or degree on file.

POI (Plan of Improvement)

The Center will review lead teacher records to ensure the required documentation is on file and will obtain and file it if not found.

Correction Deadline: 7/1/2019

Recited on 6/4/2019

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.