



**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:** 2/20/2020    **VisitType:** Monitoring Visit    **Arrival:** 9:15 AM    **Departure:** 12:00 PM

**CCLC-4005**

**Early Learners Daycare**

2600 Lee Street Brunswick, GA 31520 Glynn County  
 (912) 265-9332 bakermary360k@gmail.com

**Regional Consultant**

Jerica Davis

Phone: (478) 314-9452  
 Fax: (478) 314-9443  
 jerica.davis@decals.ga.gov

**Mailing Address**

brunswick, GA 31520

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>		
02/20/2020	Monitoring Visit	Support
08/29/2019	POI Follow Up	Good Standing
08/02/2019	Licensing Study	Support

**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	A-Entry left	Two Year Olds	1	6	C	12	C	NA	NA	Circle Time,Centers
Main	B - Entry Right	One Year Olds	1	5	C	6	C	NA	NA	Centers,Transitioning,Diapering,Breakfast
Main	C	Three Year Olds	1	7	C	7	C	NA	NA	Circle Time,Art
Main	D		0	0	C	9	C	NA	NA	

Total Capacity @35 sq. ft.: 34

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 18

Total Capacity @35 sq. ft.: 34

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	Main	19	C

**Comments**

The purpose of today's visit is to conduct a monitoring visit.

The center does not provide transportation, field trips, swimming activities, or administers medications.

The center is currently participating in the Quality Rated program and has earning a rating of two stars.

Plan of Improvement: To Be Submitted 03/05/2020

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/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.

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#### 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](mailto: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.

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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](mailto:qualityrated@dec.state.ga.us)

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Mary Baker, Program Official

Date

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Jerica Davis, Consultant

Date



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### Findings Report

**Date:** 2/20/2020 **VisitType:** Monitoring Visit **Arrival:** 9:15 AM **Departure:** 12:00 PM

#### CCLC-4005

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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-.19 License Capacity(CR)

Met

#### Comment

Licensed capacity observed to be routinely met by center.

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

Technical Assistance

#### Technical Assistance

Please be mindful to keep items that pose a hazard inaccessible to children. Please ensure toilet brushes are stored inaccessible to the children in care. Additionally, please ensure if portable heaters are used, they are inaccessible to children at all times.

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

Technical Assistance

#### Technical Assistance

Please ensure that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Please inspect fencing on the far side to ensure all areas are a minimum of four foot high.

**Correction Deadline: 2/20/2020**

**Correction Deadline: 8/2/2019**

Corrected on 2/20/2020

.26(9) - This citation was observed to be corrected on this date.

## Food Service

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

Technical Assistance

#### Technical Assistance

Please ensure the center does not serve peanuts, hotdogs, raw carrots, popcorn, fish with bones, and grapes to children under three years of age.

Correction Deadline: 2/20/2020

## 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 Provider currently does not dispense/administer medication.

## Safety

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

Met

#### Comment

Age-appropriate discussion and/or redirection observed.

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

Met

#### Comment

Center does not provide routine transportation.

## Sleeping & Resting Equipment

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

Met

Correction Deadline: 9/5/2019

Corrected on 2/20/2020

.30(1)(a)3 - This citation was observed to be corrected on this date. All sheets were observed to be tight-fitting.

## Staff Records

Records Reviewed: 2

Records with Missing/Incomplete Components: 2

Staff # 1

Not Met

Date of Hire: 10/10/2002

"Missing/Incomplete Components"

.33(5)-10 Hrs. Annual Training

Staff # 2

Not Met

Date of Hire: 01/01/2010

"Missing/Incomplete Components"

.31(2)(b)2.-Staff Qualifications-Education Missing,.33(5)-10 Hrs. Annual Training

**Staff Credentials Reviewed: 7**

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

**Met**

**Comment**

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit.

**Comment**

Criminal record checks were observed to be complete.

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

**Not Met**

**Finding**

Previously Cited: 591-1-1-.33(6) requires, in the first year of employment and then by calendar year thereafter, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers to attend ten (10) clock hours of training which is task-focused in early childhood education or child development or subjects relating to job assignment and is offered by an accredited college, university or vocational program or other Department-approved source. It was determined based on a review of records that one staff member did not have evidence of complete ten annual training hours as required.

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 two staff members did not complete the ten annual training hours for the 2019 calendar year as required.

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**Correction Deadline: 1/1/2021**

**Recited on 2/20/2020**

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

**Not Met**

**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 a review of records that one staff member hired in 2010 did not meet the minimum academic requirements for a lead teacher.

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**Correction Deadline: 3/20/2020**

**Recited on 2/20/2020**

**Finding**

591-1-1-.31(2)(b)3.(i) requires that newly hired teachers who do not possess the educational and qualifying child care experience requirements must enroll in a program of study to obtain one of the educational credentials and qualifying experience requirements as required by these rules within six months after employment at the Center and complete the credential or degree within 18 months after enrollment. It was determined based on a review of records that a staff member hired May of 2019 as a Lead Teacher did not possess the educational and qualifying child care experience for that position. Furthermore the staff member did not enroll into a required program of study for educational credentials or qualifying experience within the first six months of employment.

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**Correction Deadline: 3/20/2020**

**Staffing and Supervision**

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

**Not Met**

**Finding**

591-1-1-.32(2) requires the Center maintain Staff:child ratios in mixed-age groups based on the age of the youngest group of children that includes more than twenty percent of the total number of children in the mixed-age group. It was determined based on observation there was a 1:12 ratio with 5 two-year-old children and 7 three-year-old children in classroom A where two staff members were required.

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**Correction Deadline: 2/20/2020**

**Technical Assistance**

Please ensure that children under three years old be housed in separate physical areas from older children and cannot be mixed with older children except at specified times and circumstances.

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**Correction Deadline: 2/20/2020**

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

**Not Met**

**Finding**

591-1-1-.32(7) requires that children be supervised at all times and that the persons supervising in the child care area be alert, able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the chaperones and Students-in-Training, and provide timely attention to the children's actions and needs. It was determined based on observation that a staff member in the three-year-old classroom was observed leaving children unsupervised as they went from the classroom with the children to the kitchen cooking several times during the Consultant's visit.

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**Correction Deadline: 2/20/2020**