



**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:** 12/18/2020 **VisitType:** Monitoring Visit

**Arrival:** 11:25 AM

**Departure:** 1:55 PM

**CCLC-47215**

**White Oak Learning Academy #3**

2982 Grizzle Road Dawsonville, GA 30534 Dawson County  
(706) 216-3842 jenniferw@whiteoakacademy.com

**Regional Consultant**

Colleen Covey

Phone: (706) 256-7245

Fax: (706) 256-7244

colleen.covey@decal.ga.gov

**Mailing Address**

Same

**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.  <b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules. <b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules. <b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules.
12/18/2020	Monitoring Visit	Good Standing	
05/21/2020	Licensing Study	Good Standing	
09/11/2019	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	Beginners	Infants	3	11	C	15	C	NA	NA	Floor Play			
Main	Infants	Infants	2	7	C	14	C	NA	NA	Nap, Floor Play			
Main	PreK/ AS 1	PreK	2	20	C	26	C	NA	NA	Transitioning			
Main	PreK/ AS 2	PreK	2	19	C	22	C	NA	NA	Lunch			
Main	PreK/ AS 3	Three Year Olds and Four Year Olds	2	21	C	22	C	NA	NA	Nap			
Main	PreK/ AS 4		0	0	C	20	C	NA	NA				
Main	Preschool 1	One Year Olds and Two Year Olds	2	10	C	23	C	NA	NA	Nap			
Main	Preschool 2	Two Year Olds	2	17	C	23	C	NA	NA	Nap			
Main	Preschool 3	Two Year Olds and Three Year Olds	1	9	C	28	C	NA	NA	Nap			
Main	Preschool 4	Three Year Olds and Four Year Olds	2	19	C	26	C	NA	NA	Nap			
Main	Toddlers	One Year Olds	2	12	C	18	C	NA	NA	Nap			
Total Capacity @35 sq. ft.:						237	Total Capacity @25 sq. ft.:		0				
Total # Children this Date: 145						Total Capacity @35 sq. ft.:		237		Total Capacity @25 sq. ft.:		0	

Building	Playground	Playground Occupancy	Playground Compliance
Main	U - Left	20	C
Main	V- Right Front	69	C
Main	W- Right Back	62	C

**Comments**

A virtual inspection was conducted on December 18, 2020 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on September 30, 2020 was reviewed during the virtual inspection.

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](mailto: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](mailto:qualityrated@decal.ga.gov)

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Jennifer Welteroth, Program Official

Date

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Colleen Covey, 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**

Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on December 18, 2020.

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

**N/A**

**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)**

**Met**

**Comment**

A virtual walk through of the center was conducted on December 18, 2020 due to the COVID-19 pandemic. No hazards were observed accessible to children on this date.

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

**Met**

**Comment**

A virtual walk through of the playground was conducted on December 18, 2020 due to the COVID-19 pandemic. The playground was observed to be clean and in good repair.

## Health and Hygiene

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

Met

#### Comment

Hand washing and sanitizing requirements for diapering were discussed with the Director on this date. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were also discussed and observed during a virtual walk through on December 18, 2020.

### 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 on this date. Staff stated knowledge of proper hand washing procedures for staff and children.

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

Met

#### Comment

Documentation for medication dispensing observed complete.

**Safety**

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

Met

#### Comment

TA-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 on this date.

### 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

#### Comment

Pleasant naptime environment observed.

**Staff Records**

Records Reviewed: 50

Records with Missing/Incomplete Components: 0

Staff # 1

Met

Date of Hire: 11/30/2020

Staff # 2

Met

Date of Hire: 09/29/2020

Staff # 3

Met

Date of Hire: 08/25/2020

Staff # 4 Date of Hire: 07/31/2017	Met
Staff # 5 Date of Hire: 07/31/2017	Met
Staff # 6 Date of Hire: 08/07/2020	Met
Staff # 7 Date of Hire: 10/09/2019	Met
Staff # 8 Date of Hire: 08/06/2007	Met
Staff # 9 Date of Hire: 08/01/2019	Met
Staff # 10 Date of Hire: 07/12/2019	Met
Staff # 11 Date of Hire: 09/17/2020	Met
Staff # 12 Date of Hire: 02/27/2019	Met
Staff # 13 Date of Hire: 10/08/2018	Met
Staff # 14 Date of Hire: 01/02/2015	Met
Staff # 15 Date of Hire: 10/08/2017	Met
Staff # 16 Date of Hire: 10/19/2020	Met
Staff # 17 Date of Hire: 08/31/2018	Met
Staff # 18	Met
Staff # 19	Met

Date of Hire: 04/29/2019

Staff # 20 Met

Date of Hire: 07/31/2017

Staff # 21 Met

Date of Hire: 07/31/2017

Staff # 22 Met

Staff # 23 Met

Date of Hire: 11/14/2019

Staff # 24 Met

Date of Hire: 07/27/2020

Staff # 25 Met

Date of Hire: 07/10/2017

Staff # 26 Met

Date of Hire: 08/14/2020

Staff # 27 Met

Date of Hire: 01/06/2020

Staff # 28 Met

Date of Hire: 08/24/2020

Staff # 29 Met

Staff # 30 Met

Date of Hire: 08/20/2020

Staff # 31 Met

Date of Hire: 01/22/2020

Staff # 32 Met

Date of Hire: 12/19/2017

Staff # 33 Met

Date of Hire: 08/31/2020

Staff # 34 Met

Date of Hire: 08/17/2020

Staff # 35 Met

**Records Reviewed: 50**

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

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Date of Hire: 08/31/2018

Staff # 36 Met

Date of Hire: 10/07/2014

Staff # 37 Met

Date of Hire: 08/31/2018

Staff # 38 Met

Date of Hire: 11/03/2020

Staff # 39 Met

Date of Hire: 08/01/2010

Staff # 40 Met

Date of Hire: 02/28/2018

Staff # 41 Met

Staff # 42 Met

Date of Hire: 06/09/2020

Staff # 43 Met

Date of Hire: 09/15/2020

Staff # 44 Met

Date of Hire: 09/10/2018

Staff # 45 Met

Date of Hire: 02/27/2020

Staff # 46 Met

Date of Hire: 05/20/2019

Staff # 47 Met

Staff # 48 Met

Date of Hire: 07/31/2017

Staff # 49 Met

Staff # 50 Met

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**Staff Credentials Reviewed: 10**

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

**Met**

**Comment**

Criminal record checks were observed to be complete.

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

**Defer**

**Defer**

591-1-1-.33(5)- Staff have time to complete training for the 2020 year.

**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: 6/17/2020**

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

**Met**

**Comment**

Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on this date. The program was in compliance with the Executive Order issued on September 30, 2020.

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**Staffing and Supervision**

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

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Comment**

Adequate supervision observed on this date.