



**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: 12/3/2019 **VisitType:** Licensing Study **Arrival:** 9:45 AM **Departure:** 2:20 PM

CCLC-749

Teach "O" Rea Preparatory School

791 Rays Rd. Stone Mountain, GA 30083 DeKalb County
(404) 296-7737 teachorea@bellsouth.net

Regional Consultant

Morgan Stahl

Phone: (770) 357-7042

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morgan.stahl@dec.al.ga.gov

Mailing Address

Same

Quality Rated: ★ ★

| Compliance Zone Designation | | |
|------------------------------------|-----------------------------------|---------------|
| 12/03/2019 | Licensing Study | Good Standing |
| 11/21/2019 | Complaint Closure | Good Standing |
| 10/16/2019 | Complaint Investigation Follow Up | Good Standing |

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- 1st Right- Infants | Infants and One Year Olds | 1 | 4 | C | 16 | C | NA | NA | Floor Play |
| Main | B- 2nd Rt- 1 y/o | One Year Olds | 1 | 2 | C | 8 | C | NA | NA | Floor Play |
| Main | C- 1st Rt- Pre-K | PreK | 2 | 17 | C | 25 | C | NA | NA | Music |
| Main | E- Upstairs- 3 y/o | Three Year Olds | 2 | 18 | C | 26 | C | NA | NA | TV |
| Main | F- 2nd Rt- 2 y/o | Two Year Olds | 3 | 12 | C | 22 | C | NA | NA | Transitioning |
| Main | G | | 0 | 0 | C | 11 | C | NA | NA | Not In Use |
| Main | H-- Pre-K | PreK | 2 | 19 | C | 25 | C | NA | NA | Centers |
| Total Capacity @35 sq. ft.: 133 | | | | | | Total Capacity @25 sq. ft.: 0 | | | | |
| Total # Children this Date: 72 | | | Total Capacity @35 sq. ft.: 133 | | | Total Capacity @25 sq. ft.: 0 | | | | |

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|------------|----------------------|-----------------------|
| | | | |

Comments

Plan of Improvement: Developed This Date 12/03/2019

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

Emma Cole, Program Official

Date

Morgan Stahl, Consultant

Date



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Findings Report

Date: 12/3/2019 **VisitType:** Licensing Study **Arrival:** 9:45 AM **Departure:** 2:20 PM

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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) - Please ensure current lesson plans are available in each classroom.

Correction Deadline: 12/3/2019

591-1-1-.12 Equipment & Toys(CR)**Technical Assistance****Technical Assistance**

591-1-1-.12(4) - Please ensure computer monitors are secured in the PreK classrooms.

Correction Deadline: 12/3/2019

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

Pool not in use at this time, gates observed locked.

Comment

Swimming rules discussed.

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

Technical Assistance

Technical Assistance

Children's records requirements discussed with center director.

Correction Deadline: 12/3/2019

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)

Technical Assistance

Comment

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

Technical Assistance

591-1-1-.25(3) - Please replace the left and middle toilet lids in classroom F.

Correction Deadline: 12/3/2019

Technical Assistance

Please ensure computer cords do not present a tripping hazard in the PreK classrooms.

Correction Deadline: 12/3/2019

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

Not Met

Finding

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on observation that the following fencing hazards were present:

-Right side playground: The bottom of the back fence had a 12 inch gap, posing an escape hazard. The bottom of the front fence had a six and a half inch gap at the bottom, posing an entrapment hazard. Further, the front side fence was not adequately secured and able to be easily moved.

-Middle back playground: The right side fence had sharp spokes at the bottom of the fence.

-Middle front playground: The gate connecting the front and back middle playgrounds had a six and a half inch gap at the bottom, posing an entrapment hazard. Further, the gate connecting the front and back middle playgrounds had rusted bolts.

POI (Plan of Improvement)

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use.

Correction Deadline: 12/3/2019

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that the following equipment had fall zones that were inadequate:

- Right playground: Zero to two inches of resilient surface was observed underneath the swings, three inches was required. There was no resilient surface underneath the hanging bars, three inches was required.
- Middle back playground: Zero to three inches of resilient surface was observed underneath the monkey bars, six inches was required.
- Front playground: Zero to two inches of resilient surface was observed underneath the swings, three inches was required.

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency.

Correction Deadline: 12/13/2019

Technical Assistance

591-1-1-.26(9) - Please ensure the playgrounds are free of pine cones and piles of leaves.

Correction Deadline: 12/3/2019

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation that the playgrounds had the following hazards:

- Front right playground: Black landscape tarp was observed exposed, posing a tripping hazard. Further, plants with thorns were observed to be growing through the right and back side fence.
- Middle back playground: Black landscape tarp was observed exposed, posing a tripping hazard.
- Front middle playground: The artificial turf was observed to be ripped, posing a tripping hazard.

POI (Plan of Improvement)

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 12/3/2019

Food Service

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

Met

Comment

Please ensure that bottles are covered and fully labeled with child's full name.

Comment

Please ensure that infant feeding forms are updated regularly.

Health and Hygiene

591-1-1-.07 Children's Health

Technical Assistance

Technical Assistance

591-1-1-.07(5) - Please ensure pacifier clips are not used in the infant classroom.

Correction Deadline: 12/3/2019

591-1-1-.10 Diapering Areas & Practices(CR)**Technical Assistance****Technical Assistance**

591-1-1-.10(4) - Please replace the changing pad in classroom A.

Correction Deadline: 12/3/2019

591-1-1-.17 Hygiene(CR)**Not Met****Finding**

591-1-1-.17(8) requires staff to wash their hands with liquid soap and warm running water upon arrival for the day, when moving from one child care group to another, upon re-entering the child care area after outside play, before and after diapering each child, dispensing medication, applying topical medications, handling and preparing food, eating, drinking, preparing bottles, feeding each child, assisting children with eating and drinking, after toileting or assisting children with toileting, using tobacco products, handling garbage and organic waste, touching animals or pets, handling bodily fluids and after contamination by any means. It was determined based on observation that in classroom F, a staff member did not wash their hands between changing the pull ups of two children. Further, in classroom A, staff stated that their hands are not washed prior to diapering.

POI (Plan of Improvement)

The Center will ensure liquid soap and warm running water are available for handwashing, train Staff on the handwashing requirements, review the requirements with Staff periodically, and monitor handwashing.

Correction Deadline: 12/3/2019

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

Discussed proper medication documentation and procedures.

| |
|---------------------|
| Organization |
|---------------------|

591-1-1-.16 Governing Body & License**Met****Comment**

2019 license observed.

Correction Deadline: 12/17/2019

| |
|--------------------------------|
| Policies and Procedures |
|--------------------------------|

591-1-1-.21 Operational Policies & Procedures**Technical Assistance****Technical Assistance**

591-1-1-.21(3) - Emergency plan template was provided on this date.

Correction Deadline: 12/8/2019

| |
|---------------|
| Safety |
|---------------|

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

Age-appropriate discussion and/or redirection observed.

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

Per director, the center does not participate in field trips at this time.

Comment

Complete documentation of transportation observed.

Technical Assistance

591-1-1-.36(4)(e) - The center director stated that the seats in the while van would be recovered during the school December break.

Correction Deadline: 12/4/2019

Sleeping & Resting Equipment

Finding

591-1-1-.30(1)(a) requires a crib that is safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) safety standards be provided for each infant. It was determined based on observation that in classroom A, five cribs with a manufacture date of October 30, 2010 did not have certificates of compliance on file.

POI (Plan of Improvement)

The Center will provide a crib that is safety approved in compliance with CPSC and ASTM safety standards for each infant.

Correction Deadline: 12/13/2019

Staff Records

Records Reviewed: 19

Records with Missing/Incomplete Components: 2

| | |
|--------------------------|-----|
| Staff # 1 | Met |
| Staff # 2 | Met |
| Staff # 3 | Met |
| Staff # 4 | Met |
| Staff # 5 | Met |
| Date of Hire: 09/24/2019 | |
| Staff # 6 | Met |
| Staff # 7 | Met |
| Staff # 8 | Met |
| Staff # 9 | Met |
| Staff # 10 | Met |
| Date of Hire: 08/26/2019 | |
| Staff # 11 | Met |
| Staff # 12 | Met |

Staff # 13 Not Met
 Date of Hire: 10/08/2019
"Missing/Incomplete Components"
 .09-Criminal Records Check Missing

Staff # 14 Not Met
 Date of Hire: 11/12/2019
"Missing/Incomplete Components"
 .09-Criminal Records Check Missing

Staff # 15 Met

Staff # 16 Met

Staff # 17 Met

Staff # 18 Met
 Date of Hire: 06/10/2019

Staff # 19 Met

Staff Credentials Reviewed: 6

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR) Not Met

Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on review of records that staff #22 with a hire date of October 8, 2019 did not submit a Records Check Application to the Department.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will to ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will to ensure the CRC rules are maintained.

Correction Deadline: 12/3/2019**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 review of records that staff #22 with a hire date of October 8, 2019 did not have a satisfactory Comprehensive Records Check Determination on file prior to being present at the Center. Staff member #22 was not present during the time of the visit, the director stated that staff #22 is a paid employee that works in the school age classroom.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - 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. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The center will ensure the CRC rules are maintained.

Correction Deadline: 12/3/2019

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on review of records that staff member #23 with a hire date of November 12, 2019 had a satisfactory Comprehensive Records Check Determination that was not ported electronically. During the time of the visit, staff #23 was observed to be supervising and interacting with children in the PreK classroom. The satisfactory Comprehensive Records Check Determination was ported electronically during the time of the visit.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will ensure that only the most recently issued determination letter is electronically ported for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will ensure CRC rules are maintained.

Correction Deadline: 12/3/2019

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

Comment

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

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

Adequate supervision observed on this date.