



**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

**Cover Sheet**

**Date:** 11/3/2022 **VisitType:** Licensing Study

**Arrival:** 10:10 AM **Departure:** 3:00 PM

**CCLC-39753**

**Kids R Kids North Cobb**

3900 Canton Road Marietta, GA 30066 Cobb County  
 (678) 398-9262 charitaw@kidsrkidsdb.com

**Regional Consultant**

Rachael Brown

Phone: (770) 342-7795

Fax: (678) 891-5887

rachael.brown@decal.ga.gov

**Mailing Address**

3900 Canton Road  
 Marietta, GA 30066-2625

**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.
11/03/2022	Licensing Study	Good Standing	
08/24/2022	Complaint Investigation & Monitoring Visit	Good Standing	
08/24/2022	Complaint Closure	Good Standing	

**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 Left ste 100	Infants	2	11	C	12	C	NA	NA	Floor Play, Feeding, Diapering
Main	B 2nd Left Ste 150		0	0	C	12	C	NA	NA	Not In Use
Main	C 3rd Left Ste 200	One Year Olds	2	10	C	16	C	NA	NA	Outside
Main	D Rear Left Front	Three Year Olds	1	10	C	16	C	NA	NA	Outside
Main	E Rear Left Rear	Three Year Olds	1	7	C	26	C	NA	NA	Outside
Main	F Rear Right	Three Year Olds and Four Year Olds	1	9	C	20	C	NA	NA	Outside
Main	G 1st Right Ste 250	Two Year Olds	2	15	C	19	C	NA	NA	Circle Time
Main	H 2nd Right Ste 300	Two Year Olds	2	15	C	23	C	NA	NA	Circle Time
Main	I 3rd Right ste 350	PreK	2	17	C	22	C	NA	NA	Centers
Main	J 4th Right Ste 400	PreK	2	18	C	23	C	NA	NA	Centers
Main	K 5th Right Ste 450	PreK	2	17	C	23	C	NA	NA	Centers
					Total Capacity @35 sq. ft.: 212	Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 129			Total Capacity @35 sq. ft.: 212			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground Left Toddler	22	C
Main	Playground Rear	165	C

**Comments**

The purpose of this visit was to conduct a Licensing Study and follow up to previous visit. CBC rules were discussed with the Director. CBC affidavit and 1-day letter left on this date.

Plan of Improvement: Developed This Date 11/03/2022

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

**Important Quality Rated/CAPS Update:**

As January 1, 2022, child care providers must be Quality Rated to receive Childcare and Parent Services (CAPS). Newly licensed, or new to CAPS providers may be eligible for the new CAPS/QR Provisional Status, allowing for scholarships while working toward a star rating.

**Contact the Quality Rated help desk at 855-800-7747 or [qualityrated@dec.state.ga.us](mailto:qualityrated@dec.state.ga.us) for more information. Free technical assistance is available!**

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), do the following:

- 1) Log into DECAL KOALA [www.decalkoala.com](http://www.decalkoala.com) with the userid for your program
- 2) On the home page scroll down to the Inspection Reports and select 'Refute Citation' for the visit report in dispute
- 3) Select the specific rule number(s) that you are refuting, add the reason for disagreement regarding the rule citation, and upload supporting documentation
- 4) Submit the refutation in DECAL KOALA to Child Care Services (CCS) within 10 business days of the completion date.

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)

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Charita Woullard, Program Official

Date

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Rachael Brown, 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-.03 Activities**

**Met**

**Comment**

591-1-1-.03(2) - Ensure Lesson Plans are dated and the current week's plans posted.

**Correction Deadline: 11/3/2022**

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

**Met**

**Comment**

Equipment and furniture observed to be properly secured, as applicable.

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

**N/A**

**Comment**

Center does not provide swimming activities.

**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

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**591-1-1-.08 Children's Records** **Met**

**Comment**

Records were observed to be complete and well organized.

**Facility**

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**591-1-1-.06 Bathrooms** **Met**

**Comment**

Bathrooms observed to be clean and well maintained.

**591-1-1-.19 License Capacity(CR)** **Met**

**Comment**

Licensed capacity observed to be met by center on this date.

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

**Comment**

No hazards observed accessible to children on this date.

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

**Comment**

Playground observed to be clean and in good repair.

**Food Service**

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

**Comment**

Center menu meets USDA guidelines.

**591-1-1-.18 Kitchen Operations** **Met**

**Comment**

Kitchen appears clean and well organized.

**Health and Hygiene**

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

**Comment**

Proper diapering procedures observed.

**591-1-1-.17 Hygiene(CR)** **Met**

**Comment**

Staff stated appropriate handwashing practices.

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

**Comment**

Discussed proper medication documentation and procedures.

**Policies and Procedures**

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

**Comment**

Program observed complete emergency drills

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**591-1-1-.27 Posted Notices****Met****Comment**

Observed all required posted notices.

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**591-1-1-.29 Required Reporting****Met****Comment**

Discussed reporting requirements.

**Safety**

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**591-1-1-.05 Animals****N/A****Comment**

Center does not keep animals on premises.

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

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

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**591-1-1-.13 Field Trips(CR)****N/A****Comment**

Center does not participate in field trips at this time.

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**591-1-1-.36 Transportation(CR)****N/A****Comment**

Center does not provide routine transportation.

**Sleeping & Resting Equipment**

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

Discussed SIDS and infant sleeping position.

**Comment**

Pleasant naptime environment observed.

**Comment**

The correct number of mats, sheets and blankets were observed on this date. Cleaning and disinfecting of mats was discussed with the director on this date.

**Staff Records****Records Reviewed: 38****Records with Missing/Incomplete Components: 5**

Staff # 1

Met

Date of Hire: 06/07/2022

Staff # 2

Not Met

Date of Hire: 08/02/2022

"Missing/Incomplete Components"

.33(3)-Health &amp; Safety Certificate

Staff # 3

Met

Date of Hire: 07/26/2021

Staff # 4 Date of Hire: 03/21/2019	Met
Staff # 5 Date of Hire: 06/01/2021	Met
Staff # 6 Date of Hire: 02/17/2020	Met
Staff # 7 Date of Hire: 11/29/2021	Met
Staff # 8 Date of Hire: 01/30/2020	Met
Staff # 9 Date of Hire: 05/26/2015 <u>"Missing/Incomplete Components"</u> .33(5)-10 Hrs. Annual Training	Not Met
Staff # 10 Date of Hire: 08/26/2021	Met
Staff # 11 Date of Hire: 05/16/2022	Met
Staff # 12 Date of Hire: 04/27/2020	Met
Staff # 13 Date of Hire: 07/27/2022	Met
Staff # 14 Date of Hire: 10/22/2021	Met
Staff # 15 Date of Hire: 10/12/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 16 Date of Hire: 10/16/2017 <u>"Missing/Incomplete Components"</u> .09-Criminal Records Check Missing	Not Met
Staff # 17	Met

**Records Reviewed: 38****Records with Missing/Incomplete Components: 5**

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Staff # 18	Met
Staff # 19 Date of Hire: 06/02/2021	Met
Staff # 20	Met
Staff # 21 Date of Hire: 08/31/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 22 Date of Hire: 11/15/2021	Met
Staff # 23 Date of Hire: 08/19/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 24 Date of Hire: 11/17/2021 <u>"Missing/Incomplete Components"</u> .33(3)-Health & Safety Certificate	Not Met
Staff # 25	Met
Staff # 26 Date of Hire: 04/05/2022	Met
Staff # 27 Date of Hire: 12/06/2021	Met
Staff # 28 Date of Hire: 10/18/2022	Met <u>Reminder - Health &amp; Safety training is required within 90 calendar days of hired</u>
Staff # 29	Met
Staff # 30	Met
Staff # 31	Met
Staff # 32 Date of Hire: 08/01/2022	Met
Staff # 33 Date of Hire: 07/25/2022 <u>"Missing/Incomplete Components"</u>	Not Met

.33(3)-Health & Safety Certificate

Staff # 34 Met

Staff # 35 Met

Date of Hire: 04/26/2015

Staff # 36 Met

Date of Hire: 10/27/2022

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 37 Met

Date of Hire: 07/01/2022

Staff # 38 Met

Date of Hire: 05/03/2021

**Staff Credentials Reviewed: 11**

**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 review of records that staff #16 had a comprehensive satisfactory records check that expired on October 31, 2022 and had not made application for a new records check. Application was made on this date.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will view video 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. 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 view videos to ensure the CRC rules are maintained.

**Correction Deadline: 11/3/2022**

**Finding**

591-1-1-.09(1)(l)3. requires the Center to immediately require a new Comprehensive Records Check Determination for a Director, Employee or Provisional Employee at least once every five years. It was determined based on review of records that staff #16 had an comprehensive satisfactory records check that expired on October 31, 2022.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will view videos to ensure that each Director, Employee and Provisional Employee has a Comprehensive Records Check Determination on file that has been issued within the past five years. 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 view videos to ensure CRC rules are maintained.

**Correction Deadline: 11/3/2022**

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

**Met**

**Comment**

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

**Comment**

Please add adhesive tape to the first aid kit.

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**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 orientation training within the first 90 days of employment. The state-approved training hours obtained will count toward required first year training hours. The training must address the following health and safety topics: prevention and control of infectious diseases (including immunizations); prevention of sudden infant death syndrome and use of safe sleeping practices; administration of medication, consistent with standards for parental consent; prevention of and response to emergencies due to food and allergic reactions; building and physical premises safety, including identification of and protection from hazards that can cause bodily injury such as electrical hazards, bodies of water, and vehicular traffic; prevention of shaken baby syndrome, abusive head trauma and child maltreatment; emergency preparedness and response planning for emergencies resulting from a natural disaster or a human-caused event (such as violence at a child care facility); handling and storage of hazardous materials and the appropriate disposal of bio contaminants; precautions in transporting children; recognition and reporting of child abuse and neglect; and child development. It was determined based on review of records that three of twenty-one applicable staff did not have evidence of completing Health and Safety Orientation 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 and will ensure that the training includes all required components as required.

**Correction Deadline: 12/3/2022**

**Technical Assistance**

591-1-1-.33(5) - Ensure all staff complete ten (10) clock hours of diverse training every calendar year.

**Correction Deadline: 12/3/2022**

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**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.

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Staffing and Supervision**

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

**Met**

**Correction Deadline: 8/25/2022**

**Corrected on 11/3/2022**

**.32(1) - Citation observed to be corrected on this date. Consultant observed appropriate staff:child ratios on this date.**

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

**Met**

**Comment**

Adequate supervision observed on this date.