



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: 11/4/2022 **VisitType:** Licensing Study

Arrival: 9:30 AM

Departure: 4:20 PM

CCLC-36670

Pride & Joy Child Development

639 Pearl Bates Ave Eastman, GA 31023 Dodge County
 (478) 374-4926 prideandjoy.childdevelopment@gmail.com

Regional Consultant

Laura Johnson

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Mailing Address

639 Pearl Bates Ave
 Eastman, GA 31023-5533

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.
11/04/2022	Licensing Study	Good Standing	
05/04/2022	Monitoring Visit	Good Standing	
10/14/2021	Licensing Study	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
Building 2	After School	Four Year Olds	2	10	C	24	C	34	C	Outside
Building 2	Pre K 1	PreK	2	14	C	25	C	NA	NA	Music
Building 2	Room 3	PreK	2	19	C	26	C	NA	NA	Story
Total Capacity @35 sq. ft.: 75			Total Capacity @25 sq. ft.: 176							
Main	Room A	Infants	2	7	C	12	C	NA	NA	Floor Play,Nap
Main	Room B	Infants and One Year Olds	2	9	C	0	NC	NA	NA	Floor Play,Feeding
Main	Room C	Two Year Olds and Three Year Olds and Four Year Olds	2	21	C	33	C	NA	NA	Outside
Main	Room D	One Year Olds and Two Year Olds	2	15	C	17	C	NA	NA	Diapering,Free Play
Main	Room E	Two Year Olds	2	16	C	20	C	NA	NA	Outside
Total Capacity @35 sq. ft.: 82			Total Capacity @25 sq. ft.: 176							
Total # Children this Date: 111			Total Capacity @35 sq. ft.: 157			Total Capacity @25 sq. ft.: 176				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A (left)	61	C
Main	B (right infant)	14	C

Comments

An in-person visit was completed on this date. The Assistant Director, Carolyn Spright, stated that the program does not provide routine transportation, administer medication, provide swimming activities, or provide field trips. A one-day letter was left on this date.

Plan of Improvement: Developed This Date 11/04/2022

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.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

**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.ga.gov 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 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)

Vicki Noles, Program Official

Date

Laura Johnson, 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-.12 Equipment & Toys(CR)

Met

Technical Assistance

591-1-1-.12(2) - The consultant spoke with center staff about removing, repairing, or replacing the red sofa in the PreK 1 room and the blue sofa in classroom C both of which had several holes with exposed foam making the equipment porous and no longer able to be kept clean as required.

Correction Deadline: 11/4/2022

Technical Assistance

591-1-1-.12(8) requires toys for children under three years of age to be age-appropriate; non- toxic and lead-free; too large to be swallowed by a child and not capable of causing asphyxiation or strangulation; free of sharp pieces, edges or points; free of small parts which may be pried off by a child, free of rust; and easily cleaned with a disinfectant daily.

The consultant spoke with the center staff about ensuring that toys are cleaned with a disinfectant daily as required for classrooms that house toys for children under three years of age as required.

Correction Deadline: 11/4/2022

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

Records Reviewed: 5**Records with Missing/Incomplete Components: 0**

Child # 3	Met
Child # 4	Met
Child # 5	Met

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

Records were observed to be complete and well organized.

Facility

591-1-1-.06 Bathrooms**Technical Assistance****Technical Assistance**

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.

The consultant spoke with the Director about repairing or replacing the exhaust fan in the girls bathroom in the back PreK Classroom.

Correction Deadline: 12/4/2022

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)**Not Met****Finding**

591-1-1-.25(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation that the following hazards were located accessible to the children in care on this date:

- Bottle of Omnicef prescription medication was stored in a book bag that was accessible to the children in care in Classroom E and was not returned to the parent or locked in the Front Office as required.
- A can of Lysol spray , a container of Johnson's Baby Power and a container of Johnson's Baby Oil were stored in a book bag that was accessible to the children in care in Classroom E and were not stored inaccessible to the children in care as required on this date.
- A bottle of Fabuloso cleaner and a container of Neutron Powder Cleaning tabs were stored under the changing table in Classroom E that had a broken lock making the items accessible to the children in care on this date.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 11/4/2022

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

Playground observed to be clean and in good repair.

Food Service

591-1-1-.15 Food Service & Nutrition**Technical Assistance****Comment**

Center menu meets USDA guidelines.

Technical Assistance

591-1-1-.15(2) requires that a signed written feeding plan for children less than one (1) year of age shall be obtained from Parent(s) and that instructions from the Parent(s) shall be updated regularly as new foods are added or other dietary changes are made. The feeding plan shall be posted in the child's assigned room and must include the child's feeding schedule, the amount of formula or breast milk to be given, instructions for the introduction of solid foods, the amount of food to be given and notation of any type(s) of commercially premixed formula which may not be used in an emergency because of food allergies.

The consultant spoke with center staff about ensuring that infant feeding plans are updated any time there is a change in the infant's feeding instructions or at least every three months.

Correction Deadline: 11/4/2022

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

Kitchen appears clean and well organized.

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)**N/A****Comment**

The Provider currently does not dispense/administer medication.

Organization

591-1-1-.16 Governing Body & License**Technical Assistance****Technical Assistance**

591-1-1-.16(f) - The consultant spoke with the Director about submitting an amendment to add the playground for Building 2 to the facility list.

Correction Deadline: 11/4/2022

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures**Not Met****Finding**

591-1-1-.21(3) requires that the Center conduct drills for fire, tornado and other emergency situations. The fire drills will be conducted monthly and tornado and other emergency situation drills will be conducted every six months. The Center shall maintain documentation of the dates and times of these drills for two years. It was determined based on a review of records that the program did not have documentation of completing a Lockdown Drill for the calendar year 2022 as required.

POI (Plan of Improvement)

The Center will hold the drills as required and keep the documentation of the drills on file for two years.

Correction Deadline: 11/30/2022

Safety**591-1-1-.05 Animals****Met****Comment**

Animals maintained clean and appropriately caged.

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)**N/A****Comment**

Center does not participate in field trips at this time.

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

Center does not provide routine transportation.

Sleeping & Resting Equipment**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Finding**

591-1-1-.30(1)(a)2 requires that a crib mattress is firm, tight-fitting without gaps, at least 2 inches thick and covered with a waterproof, washable material. Before a change of occupant, each mattress shall be cleaned with a disinfectant. It was determined based on observation that one out of eleven crib mattresses in Classroom A had a tear with exposed foam making the mattress no longer waterproof as required.

POI (Plan of Improvement)

The center will ensure that a crib mattress is firm, tight-fitting without gaps, at least

Correction Deadline: 11/30/2022

Technical Assistance

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags.

The consultant spoke with center staff about ensuring that cots and mats stored in the children's activity room are stored inaccessible to the children in care to prevent children's access to them and to allow maximum use of play space.

Correction Deadline: 11/4/2022

Staff Records**Records Reviewed: 28****Records with Missing/Incomplete Components: 4**

Staff # 1

Met

Date of Hire: 08/29/2022

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

Staff # 2	Met
Date of Hire: 08/04/2021	
Staff # 3	Not Met
Date of Hire: 06/22/2022	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 4	Met
Date of Hire: 10/21/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 5	Met
Date of Hire: 08/04/2021	
Staff # 6	Met
Date of Hire: 03/04/2019	
Staff # 7	Met
Date of Hire: 07/20/2021	
Staff # 8	Not Met
Date of Hire: 07/16/2021	
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 9	Met
Date of Hire: 02/18/2019	
Staff # 10	Met
Date of Hire: 09/06/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 11	Met
Date of Hire: 04/26/2018	
Staff # 12	Met
Date of Hire: 10/02/2014	
Staff # 13	Met
Date of Hire: 09/21/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 14	Met
Date of Hire: 05/25/2017	

Records Reviewed: 28**Records with Missing/Incomplete Components: 4**

Staff # 15	Met
Date of Hire: 09/29/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 16	Not Met
Date of Hire: 05/23/2022	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 17	Met
Date of Hire: 10/24/2022	<u>Reminder - Health & Safety training is required within 90 calendar days of hired</u>
Staff # 18	Met
Date of Hire: 03/28/2022	
Staff # 19	Met
Date of Hire: 01/01/2014	
Staff # 20	Met
Date of Hire: 01/25/2021	
Staff # 21	Met
Date of Hire: 08/16/2021	
Staff # 22	Met
Date of Hire: 05/23/2022	
Staff # 23	Met
Date of Hire: 10/04/2021	
Staff # 24	Met
Date of Hire: 10/12/2015	
Staff # 25	Not Met
Date of Hire: 05/04/2022	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 26	Met
Date of Hire: 02/01/2016	
Staff # 27	Met
Date of Hire: 10/01/2016	

Staff # 28

Met

Date of Hire: 11/01/2017

Staff Credentials Reviewed: 8**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 a review of records and observation that employee #17 was assisting in classrooms and cleaning the center and had not submitted a records check application to the Department.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will register all potential employees for a records check application, verify that all employees have submitted fingerprints, and wait for a satisfactory comprehensive records check determination prior to hiring the applicant 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 review the A to Z Background Check video units and regularly review the CRC rules to ensure the CRC rules are maintained.

Correction Deadline: 11/4/2022**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 a review of records and observation that employee #17 was working in at the center providing breaks for staff members and did not have a satisfactory comprehensive records check determination on file as required.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will confirm all employees have a satisfactory comprehensive records check determination in Decal Koala prior to the employee beginning being present at 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. 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 review the A to Z Background Check video units and enforce them to ensure the CRC rules are maintained.

Correction Deadline: 11/4/2022**591-1-1-.14 First Aid & CPR****Not Met****Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on a review of records that staff members #3, #16, and #25 did not have evidence of obtaining certification in CPR and First Aid within their first 90-days of hire as required.

POI (Plan of Improvement)

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

Correction Deadline: 1/4/2023

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)

Not Met

Finding

591-1-1-.32(4) requires 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. It was determined based on observation that a two-year-old child was housed in Classroom C with 19 three-year-old children and one four-year-old child and the two-year-old child was not housed separately as required.

POI (Plan of Improvement)

The Center will maintain separation of these children under three years old.

Correction Deadline: 11/4/2022

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

Met

Comment

Staff observed to provide direct supervision and be attentive to children's needs.