



**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: 9/30/2021 **VisitType:** Licensing Study

Arrival: 10:30 AM

Departure: 1:00 PM

CCLC-38782

Kids 4 Kompany

1520 Tara Rd. Jonesboro, GA 30238 Clayton County
(770) 210-9022 k4kla@bellsouth.net

Regional Consultant

Mari M. Springs

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mari.springs@dec.al.gov

Mailing Address

1520 Tara Rd.
Jonesboro, GA 30238-6504

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. |
|------------------------------------|------------------|---------------|--|
| 09/30/2021 | Licensing Study | Good Standing | |
| 03/31/2021 | Licensing Study | Good Standing | |
| 12/29/2020 | 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 | A | Infants and One Year Olds | 1 | 4 | C | 14 | C | NA | NA | Nap, Diapering, Floor Play |
| Main | B | Two Year Olds | 1 | 10 | C | 20 | C | NA | NA | Lunch |
| Main | C | Three Year Olds | 1 | 10 | C | 21 | C | NA | NA | Lunch |
| Main | D | GA PreK | 1 | 14 | C | 22 | C | NA | NA | Lunch |
| Main | E | GA PreK | 1 | 13 | C | 22 | C | NA | NA | Lunch |
| Main | F | | 0 | 0 | C | 22 | C | NA | NA | |
| Main | G | | 0 | 0 | C | 20 | C | NA | NA | |
| Main | H | | 0 | 0 | C | 17 | C | NA | NA | |
| Main | I | | 0 | 0 | C | 16 | C | NA | NA | |

Total Capacity @35 sq. ft.: 174

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 51

Total Capacity @35 sq. ft.: 174

Total Capacity @25 sq. ft.: 0

| Building | Playground | Playground Occupancy | Playground Compliance |
|----------|-----------------|----------------------|-----------------------|
| Main | 3 & 4 YEAR OLD | 21 | C |
| Main | ASP | 20 | C |
| Main | Infant/ Toddler | 17 | C |

Comments

An Administrative Review was conducted on September 28, 2021 and complete on October 5, 2021 after all documents were received. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on September 30, 2021 with the director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on August 15, 2020 was reviewed during the virtual inspection.

Plan of Improvement: Developed This Date 09/30/2021

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 New Deadlines:

Due to the ongoing COVID restrictions, the deadline to become Quality Rated for programs who want to continue to receive Childcare and Parent Services (CAPS), has been extended to at least December 31, 2021.

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

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)

Maya Carter, Program Official

Date

Mari M. Springs, Consultant

Date



Bright from the Start Georgia Department of Early Care and Learning
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Findings Report

Date: 9/30/2021 **VisitType:** Licensing Study **Arrival:** 10:30 AM **Departure:** 1:00 PM

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The following information is associated with a Licensing Study:

Activities and Equipment

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

Met

Comment

A Virtual Visit was conducted due to the COVID-19 pandemic. Additional cleaning and sanitizing requirements due to the COVID-19 pandemic were discussed and observed during a virtual walk through on this date.

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

Met

Comment

A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through there was a pool observed on the property in a locked gate. Per the provider no swimming activities were provided.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 4

Child # 1

Not Met

"Missing/Incomplete Components"

.08(1)-Emergency Contact information Missing,.08(1)-Parent Names, Work Numbers,.08(1)(a)-Work Address Missing,.08(1)(a)-Work Number Missing,.08(3)-Address of Release Person Missing,.08(1)-Doctor, Clinic, Phone Numbers

Child # 2

Not Met

"Missing/Incomplete Components"

.08(1)-Emergency Contact information Missing,.08(1)-Doctor, Clinic, Phone Numbers

Child # 3

Not Met

"Missing/Incomplete Components"

.08(1)-Parent Names, Work Numbers,.08(1)(a)-Work Address Missing,.08(1)(a)-Work Number Missing

Child # 4 Met

Child # 5 Not Met

"Missing/Incomplete Components"

.08(1)-Emergency Contact information Missing

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

Not Met

Finding

591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, mental retardation or developmental disabilities which limit the child's participation in the program. It was determined that the following was observed from records provided during Administrative Review:

- * Two of five children's records did not include the mother's complete work information,
- * Three of five children's records did not have complete release person's address information,
- * Three of five children's records did not have complete emergency contact information, and
- * Two of five children's records did not have complete information for the child's primary source of health care.

POI (Plan of Improvement)

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

Correction Deadline: 9/30/2021

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)

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 virtual observation that the following was observed:

- * Room B had changing clothes in grocery bags and pull-ups in the original plastic bags stored in the child's cubby;
- * Room C had grocery bags and wipes in their original plastic bags in children's cubbies; and
- * Room E had "Victoria Bay Pink Lotion Hand Soap" in a lower shelf covered with a cloth.

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: 9/30/2021

Finding

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on virtual observation that the restroom in Room B was observed to have a hole the size of the vent in the ceiling area.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 9/30/2021

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

A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through the playground area was observed and appeared to be in good repair.

Discussed maintenance of resilient surface. Please fluff and redistribute on the after school playground.

Health and Hygiene

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

A Virtual Visit was conducted due to the COVID-19 pandemic. Hand washing and sanitizing requirements for diapering were discussed with the Director/Provider on this date. During the virtual walk through the diapering was observed and the provider displayed proper knowledge of the rules and regulations.

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 virtual observation and statement that the staff person changing diapers disinfected the diaper changing area wearing gloves then took the gloves off and retrieved the next child's diapering supplies without washing hands before changing the next child.

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: 9/30/2021

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**

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/Provider on this date.

Comment

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

Finding

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined that school transportation to Kemp Elementary School the week of August 27, 2021 through October 1, 2021 did not include a second check of the vehicle during morning transportation on October 1, 2021; also routine transportation to Kemp Primary School the week of August 27, 2021 through October 1, 2021 did not include a second check of the vehicle during afternoon transportation on September 29, 2021 and morning transportation on October 1, 2021; and routine transportation to Hawthorne Elementary School the week of August 27, 2021 through October 1, 2021 did not include a second check of the vehicle during morning transportation on October 1, 2021

POI (Plan of Improvement)

The Center will train Staff who are or may be involved in transporting children in how to thoroughly inspect a vehicle and properly complete transportation documentation. The Center will review and monitor.

Correction Deadline: 9/30/2021

Sleeping & Resting Equipment

Finding

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on virtual observation that one crib in use and one crib available for use had loose fitting bottom sheets.

POI (Plan of Improvement)

The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 9/30/2021

Finding

591-1-1-.30(2) requires the Center to provide a safe sleep environment in accordance with American Academy of Pediatrics (AAP), Consumer Product Safety Commission (CPSC) and American Society for Testing and Materials (ASTM) recommendations as listed in these rules for all infants. Center Staff shall place an infant to sleep on the infant's back in a crib unless the Center has been provided a physician's written statement authorizing another sleep position for that particular infant that includes how the infant shall be placed to sleep and a time frame that the instructions are to be followed. When an infant can easily turn over from back to front and back again, Staff shall continue to put the infant to sleep initially on the infant's back but allow the infant to roll over into his or her preferred position and not re-position the infant. Sleepers, sleep sacks and wearable blankets that fit according to the commercial manufacturer's guidelines and will not slide up around the infant's face may be used when necessary for the comfort of the sleeping infant. Swaddling shall not be used unless the Center has been provided a physician's written statement authorizing its use for a particular infant that includes instructions and a time frame for swaddling the infant. Center Staff shall not place objects or allow objects to be placed in or on the crib with an infant such as but not limited to toys, pillows, quilts, comforters, bumper pads, sheepskins, stuffed toys, or other soft items and shall not attach objects or allow objects to be attached to a crib with a sleeping infant, such as, but not limited to, crib gyms, toys, mirrors and mobiles. It was determined based on virtual observation that an infant was observed sleeping in a crib with a bib around their neck and a pacifier in their mouth with a string attached to the pacifier.

POI (Plan of Improvement)

The Center will take all steps necessary to provide a safe sleep environment for infants as listed in these rules; will train Staff to follow these rules; and will monitor for compliance.

Correction Deadline: 9/30/2021

| |
|----------------------|
| Staff Records |
|----------------------|

| | |
|-----------------------------|--|
| Records Reviewed: 16 | Records with Missing/Incomplete Components: 1 |
|-----------------------------|--|

| | |
|--|---|
| Staff # 1 | Met |
| Date of Hire: 09/27/2021 | <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u> |
| Staff # 2 | Met |
| Date of Hire: 01/01/2005 | |
| Staff # 3 | Met |
| Staff # 4 | Met |
| Date of Hire: 09/20/2021 | <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u> |
| Staff # 5 | Met |
| Date of Hire: 03/10/2016 | |
| Staff # 6 | Met |
| Date of Hire: 03/10/2016 | |
| Staff # 7 | Met |
| Date of Hire: 07/24/2019 | |
| Staff # 8 | Met |
| Staff # 9 | Not Met |
| Date of Hire: 08/09/2021 | <u>Reminder - Health & Safety training is required within 90 calendar days of hired</u> |
| <u>"Missing/Incomplete Components"</u> | |
| .31(2)(b)2.-Staff Qualifications-Education Missing | |
| Staff # 10 | Met |
| Staff # 11 | Met |
| Date of Hire: 03/02/2015 | |
| Staff # 12 | Met |
| Date of Hire: 03/19/2015 | |
| Staff # 13 | Met |
| Date of Hire: 08/05/2019 | |

Records Reviewed: 16

Records with Missing/Incomplete Components: 1

Staff # 14 Met
Date of Hire: 03/19/2015

Staff # 15 Met
Date of Hire: 07/14/2021

Staff # 16 Met
Date of Hire: 09/28/2012

Staff Credentials Reviewed: 2

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

Comment

Criminal record checks were observed to be complete during Administrative Review process for four new staff persons.

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

A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through appropriate ratio were observed.

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

Comment

A Virtual Visit was conducted due to the COVID-19 pandemic. During the virtual walk through adequate supervision was observed.