

**ALABAMA DEPARTMENT OF HUMAN RESOURCES
CHILD CARE PERFORMANCE STANDARDS DEFICIENCY REPORT**

SECTION A- IDENTIFYING INFORMATION

Facility Name: RSA HEAD START	Type of Facility : Center [X] Day [X] OST [] Night [] Family [] University [] Group []	Date of Visit: 10/9/2025
Facility Address: 300 MONROE STREET, MONTGOMERY, AL 36105, Montgomery	Licensee: MONTGOMERY COMM ACTION COMM & COMM. DEV	Telephone #: (334) 223-9604
Ages: 0 Weeks to 5 Years	Director (if applicable): KIMBERLY HUGHLEY	Capacity: 152 , NA Day Night

SECTION B - DEFICIENCY INFORMATION

<u>Performance Standard Deficiency</u> HAZARDS MUST BE CORRECTED IMMEDIATELY*	Date Corrected by Licensee
Deficiency Summary	
all deficiencies corrected 11/17/2025	
Failed - By August 1, 2022, director/all teachers/substitutes/all service staff must be enrolled in the Alabama Pathway's Professional Development Registry, Inspection Form Comments: Some of the facility staff are not enrolled in Alabama Pathways Registry.	10/13/2025
Failed - Each child signed in and signed out with a written signature or bio-metric ID, Inspection Form Comments: Two children not signed in upon arrival	10/9/2025
Failed - *Balls-3, Inspection Form Comments: No balls located on the EHS & HS playground area	10/9/2025
Failed - Infants held for bottle feeding, Inspection Form Comments: Several infants standing up in the crib during bottle feeding.	10/23/2025
Failed - All children supervised at all times, Inspection Form Comments: In Pre-K Classroom A, the teacher is sitting down on the cell phone.	10/23/2025
Failed - Medical, Staff Checklist Comments: Medical report signed by a RN not the proper persons.	10/17/2025
Failed - Ongoing Training, Staff Checklist Comments: Missing Documentation	10/16/2025
Failed - Ongoing Training, Staff Checklist Comments: Missing Documentation	10/16/2025

Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Medical, Staff Checklist	10/14/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - References, Staff Checklist	10/15/2025
Comments: Missing Documentation	
Failed - Medical, Staff Checklist	10/14/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing 12 hours of ongoing training. 24 hours are required	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - References, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - References, Staff Checklist	10/15/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - Medical, Staff Checklist	10/16/2025
Comments: Medical report not signed by employee	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - Health and Safety Training, Staff Checklist	10/22/2025
Comments: missing health and safety training	
Failed - References, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: missing health and safety training	
Failed - Medical, Staff Checklist	10/23/2025
Comments: Missing Documentation	
Failed - References, Staff Checklist	10/15/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/17/2025

Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Medical, Staff Checklist	10/16/2025
Comments: Medical report not signed by employee	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: missing health and safety training	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing 12 hours of ongoing training	
Failed - Health and Safety Training, Staff Checklist	10/16/2025
Comments: missing health and safety training	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: Missing Documentation	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: missing	
Failed - Health and Safety Training, Staff Checklist	10/17/2025
Comments: missing	
Failed - Ongoing Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Health and Safety Training, Staff Checklist	10/16/2025
Comments: Missing Documentation	
Failed - Medical, Staff Checklist	10/15/2025
Comments: Medical report not signed by a doctor	
Failed - References, Staff Checklist	10/16/2025
Comments: missing all 3 references	
Failed - References, Staff Checklist	10/15/2025
Comments: missing 1 reference	
Failed - Medical, Staff Checklist	10/16/2025
Comments: Medical report not signed by employee	
Failed - Hazardous substances locked, Classroom Checklist / EHS Classroom B	10/23/2025
Comments: Air freshener, cleaning supplies and etc. are not under lock & key or combination lock.	
Failed - Hazardous substances locked, Classroom Checklist / EHS Classroom C	10/23/2025
Comments: Cleaning supplies not under lock & key or combination lock.	
Failed - Hazardous substances locked, Classroom Checklist / EHS	10/23/2025

Classroom D	
Comments: Staff purse and cleaning supplies not under lock & key or combination lock.	
Failed - Hazardous substances locked, Classroom Checklist / H.S	10/23/2025
Classroom B	
Comments: Cleaning supplies not under lock & key or combination lock.	
Failed - Electrical outlets covered, Classroom Checklist / Pre-K	10/9/2025
Classroom A	
Comments: Uncovered outlets	
Failed - Hazardous substances locked, Classroom Checklist / Pre-K	10/23/2025
Classroom A	
Comments: Cleaning supplies not under lock & key or combination lock.	
Failed - Electrical outlets covered, Classroom Checklist / Pre-K	10/9/2025
Classroom B	
Comments: Uncovered outlet	
Failed - Hazardous substances locked, Classroom Checklist / Pre-K	10/23/2025
Classroom B	
Comments: Cleaning supplies not under lock & key or combination lock.	
Failed - Lighting adequate, Classroom Checklist / EHS Classroom D	10/23/2025
Comments: Lights turned off in the classroom while children are present.	
Failed - Lighting adequate, Classroom Checklist / EHS Classroom E	10/23/2025
Comments: Lights turned off in the classroom while children are present.	

INSTRUCTIONS TO LICENSEE: Column 2, Date Corrected by Licensee, is to be completed by the facility representative after each deficiency is corrected. The facility representative must put the date of correction and his/her initials in Column 2. This form must be returned to the Department of Human Resources on or before _____, as verification that deficiencies have been corrected.

NOTICE: Any misleading or any false statements or reports made to the Department and/or failure to correct the listed deficiencies can be the basis for adverse action. None of these requirements are to be interpreted to allow anyone to operate in violation of Performance Standards. A facility licensed by the Department must always meet Performance Standards applicable to that facility. It is the responsibility of the licensee to operate in compliance with Performance Standards.

Demetrius L. Kemp

Signature of Facility Representative

11-18-2025

Date

BRIDGETTE SMITH

Signature of DHR Licensing Representative

Date

COPIES TO: _____