

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

**SECTION A- IDENTIFYING INFORMATION**

Facility Name: KERSHAW HEAD START	Type of Facility : Center [X] Day [X]            OST [ ] Night [ ]        Family [ ] University [ ] Group [ ]	Date of Visit: 12/11/2025
Facility Address: 2225 W. FAIRVIEW AVE, MONTGOMERY, AL 36108, Montgomery	Licensee: MONTGOMERY COMM. ACTION COMMITT & CDCINC	Telephone #: (334) 356-3600
Ages: 3 Years to 5 Years	Director (if applicable): CRYSTAL CARSON	Capacity: 60        /    NA Day        Night

**SECTION B - DEFICIENCY INFORMATION**

<u>Performance Standard Deficiency</u> <b>HAZARDS MUST BE CORRECTED IMMEDIATELY*</b>	<b>Date Corrected by Licensee</b>
<b>Deficiency Summary</b> Failed - Required ratios maintained at all times, Inspection Form Comments: Clsssroom A is out of ratio due to one staff missing a staff file	Pending Correction
Failed - 2 ½ years up to 4 years    1 to 11, Inspection Form Comments: Classroom A has a staff member counted in ratio without a staff file. employee is missing CAN Suitability letter and CCDF training hours	Pending Correction
Failed - 2½ and older    1 to 36, Inspection Form Comments: Classroom A is out of ratio due to staff missing a file	Pending Correction
Failed - Child care workers/teachers/subs meet qualification and have 12 hours of training within 30 days of employment, Inspection Form Comments: One staff missing a staff file	Pending Correction
Failed - Child care workers/teachers/subs meet requirements for Health & Safety training, Inspection Form Comments: one staff missing a staff file	Pending Correction
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 staff not enrolled in the Alabama Pathway's Professional Development registry.	Pending Correction
Failed - Medical exam and TB test on file at time of employment, Inspection Form	Pending Correction

Comments: One staff missing a file Failed - Ongoing Training, Staff Checklist	Pending Correction
Comments: missing 2 hours. Service staff is required to have 4 hours of yearly training.. Only 2 hours on file. Failed - Medical, Staff Checklist	Pending Correction
Comments: missing Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: wrong facility listed Failed - Ongoing Training, Staff Checklist	Pending Correction
Comments: missing 10 hours. Failed - References, Staff Checklist	Pending Correction
Comments: missing one complete reference Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: wrong facility listed on form Failed - Ongoing Training, Staff Checklist	Pending Correction
Comments: missing 10 hours Failed - Health and Safety Training, Staff Checklist	Pending Correction
Comments: not in Alabama Pathways - missing Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: wrong facility listed on the form Failed - Health and Safety Training, Staff Checklist	Pending Correction
Comments: missing #11 Failed - Application, Staff Checklist	Pending Correction
Comments: licensing application attachment not attached Failed - References, Staff Checklist	Pending Correction
Comments: missing page 2 of all three references Failed - Medical, Staff Checklist	Pending Correction
Comments: review documents Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: Incorrect facility listed on form Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: wrong facility listed on the form Failed - Written Verification of Standards Read, Staff Checklist	Pending Correction
Comments: wrong facility listed on the form Failed - Preadmission Form, Child Checklist	Pending Correction
Comments: missing address for doctor One staff is classroom A is missing a file, Ad Hoc	Pending Correction
Comments: NA One staff missing the required suitability letter and CAN form in Classroom A; therefore, ratios are not met, Ad Hoc	Pending Correction
Comments: NA One staff is missing the required CCDF training hours in class A; therefore, ratios are not met, Ad Hoc	Pending Correction
Comments: NA	

**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.**

\_\_\_\_\_  
***Signature of Facility Representative***

\_\_\_\_\_  
Date

*BRIDGETTE SMITH*

\_\_\_\_\_  
***Signature of DHR Licensing Representative***

\_\_\_\_\_  
Date

COPIES TO: \_\_\_\_\_