

**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: 1/6/2026
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> HAZARDS MUST BE CORRECTED IMMEDIATELY*	Date Corrected by Licensee
Deficiency Summary	
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 On January 6, 2026 one staff (family advocate) is missing the required CAN form., Ad Hoc	Pending Correction
Comments: NA On January 6, 2026 two new staff members are missing a staff file., Ad Hoc	Pending Correction
Comments: NA	

