

## Statement of Deficiencies

### 1509.A.8.a.&b.: Behavior Management Policy

Not Met

#### 1509.A.8.a.&b.: Behavior Management Policy

Each center shall develop and implement a written behavior management policy describing the methods of behavior guidance and management that shall be used at the center.

The behavior management policy shall prohibit children from being subject to any of the following:

- i. physical or corporal punishment which includes but is not limited to yelling, slapping, spanking, yanking, shaking, pinching, exposure to extreme temperatures or other measures producing physical pain, putting anything in the mouth of a child, requiring a child to exercise, or placing a child in an uncomfortable position.
- ii. verbal abuse, which includes but is not limited to using offensive or profane language, telling a child to "shut up", or making derogatory remarks about children or family members of children in the presence of children;
- iii. the threat of a prohibited action even if there is no intent to follow through with the threat;
- iv. being disciplined by another child;
- v. being bullied by another child;
- vi. being deprived of food or beverages;
- vii. being restrained by devices such as high chairs or feeding tables for disciplinary purposes; and
- viii. having active play time withheld for disciplinary purposes, except timeout may be used during active play time for an infraction incurred during the playtime.

#### Finding:

1509. A.8.a&b.i. Based on interviews at 12:46 p.m., although the center has developed and implemented a behavior management policy that prohibits physical punishment, corporal punishment, and verbal abuse, S12 (Date of Hire 10/21/2021) used a prohibited method of discipline as C1 (age 3) was subject to corporal punishment when S12 hit him two times on his buttocks and one time on his left forearm on 1/21/2022. S12 has been placed on Administrative Leave as of 1/21/2022.

CORRECTIVE ACTION PLAN: Effective 1/27/2022, S1 stated that all staff was retrained on behavior management on 1/25/2022 to ensure that this deficiency is not repeated.

### 1807.B.: CCCBC-Based Determinations of Eligibility for Volunteers and Staff

Not Met

1807.B.: B. Volunteers and Staff. An early learning center shall obtain a CCCBC-based determination of eligibility for child care purposes from the department for each volunteer, staff member, or employee of any kind, and shall have documentation of said determination available at all times for inspection upon request by the Licensing Division.

#### Finding:

1807.B. Based on record review at 11:46 a.m., a CCCBC-based determination of eligibility for child care purposes from the department was not obtained for S8 (Date of Hire 9/21/2021) prior to being present at the center or performing services. Specialist determined from review of staff attendance records that S8 was working in the center as a classroom teacher from 9/21/2021 through 9/27/2021. S8 received a CCCBC-based determination of eligibility on 9/27/2021.

CORRECTIVE ACTION PLAN: Effective 1/27/2022, S1 will ensure that all staff will have a CCCBC-based determination of eligibility prior to a start date at the center to ensure that this deficiency is not repeated.