

## Statement of Deficiencies

### 1509.A.12.a.-d.: Monitoring Policy for Provisionally Employed Staff

Not Met

1509.A.12.a.-d.: Monitoring policy for provisionally employed staff members:

- Each center shall develop and implement a written policy describing the monitoring procedures that shall be used at the center when staff members are employed on a provisional basis due to an incomplete CCCBC-based determination of eligibility for child care purposes;
- The monitoring policy shall include all requirements for the monitoring of provisionally employed staff members set forth in §1811.D;
- The center shall post a copy of the policy in the center in a place visible to all parents and staff;
- The center shall provide copies of the written policy to each parent/legal custodian of enrolled children, center staff member and provisionally employed staff member, and the center shall obtain signed documentation from each that a copy of the policy has been received.

#### Finding:

1509.A.12.d. Based on record review: On 1/30/20 at approximately 10:30am, S1 failed to obtain signed documentation from each parent of enrolled children informing them of S8's provisional CCCBC status.

Corrective Action Plan: S1 stated she will get all parents to sign a form that they received a copy of the policy. S1 was informed that she must get a signed copy from parents of all enrolled children, including parents of before/after care children.

### 1711.A.&B.&F.&G.: Child to Staff Ratio

Not Met

1711.A.&B.&F.&G.:

- Child to staff ratios are established to ensure the safety of all children.
- Minimum child to staff ratios shall be met at all times.
  - There shall be a minimum of two staff members present at an early learning center when more than one child is present.
  - Only those staff members directly providing care, supervision or guidance to children shall be counted in the child to staff ratios.
- Minimum Child to Staff Ratios for Type I centers:

| Ages of Children     | Ratio |      |         |
|----------------------|-------|------|---------|
| Infants under 1 year | 6:1   |      |         |
| 1 year               |       | 8:1  | 2 years |
| 3 years              | 14:1  |      | 12:1    |
| 4 years              | 16:1  |      |         |
| 5 years              | 20:1  |      |         |
| 6 years and up       |       | 25:1 |         |

G. Mixed Age Groups - Minimum Child to Staff Ratios

- An average of the child to staff ratios may be applied to mixed age groups of children ages 2, 3, 4 and 5.
- Child to staff ratios for children under age two are excluded from averaging.
- When a mixed age group includes children younger than age two, the age of the youngest child determines the child to staff ratio for the group.
- An average may be applied to a mixed age group consisting only of children ages 5 and older.

#### Finding:

NEW 1711.B1. Based on record review on 1/29/20 at approximately 11:33am, S1 failed to have a minimum of two staff present at the early learning center on 1/17/20 when more than one child was present. One staff, S1, was supervising 3 children (C4, C5, and C6) ages four-years-old to ten-years-old alone between 6:20am - 7:00am. Ratio was met at 7:00am when S4 arrived. S1 stated she didn't realize that ratio requirements still needed to be met with before care children.

Corrective Action Plan: S1 stated she will have S4 come for 6:30am every morning.

### 1713.A.-C.: Supervision

Not Met

1713.A.-C.: A: Children shall be supervised at all times in the center, on the playground, on field trips, on non-vehicular excursions, and during all water activities and water play activities.

B: Children shall not be left alone in any room, (except the restroom as indicated in Subsection G of this Section or when being provided services by therapeutic professionals, as defined in 103), outdoors, or in vehicles, even momentarily, without staff present.

C: A staff person shall be assigned to supervise specific children whose names and whereabouts that staff person shall know and with whom the staff person shall be physically present. Staff shall be able to state how many children are in their care at all times.

#### Finding:

1713.B. Based on observations: On 1/29/20, children were not under supervision at all times.

- At approximately 10:46am, the Specialist observed S8 standing in the kitchen warming food in the microwave, leaving 8 one-year-old to four-year-old children unsupervised in the toddler classroom. Supervision was met at 10:47am when S8 was observed returning to the classroom.

## Statement of Deficiencies

- At approximately 10:48am, the Specialist observed S8 leave the classroom to go to the kitchen, while the 8 one-year-old to four-year-old children remained in the toddler classroom sitting at the table eating lunch unsupervised. S8 stated she was told she could leave the children in the classroom as long as she has S4 stand near the door to keep an eye on them from across the hall.

- During rest time at approximately 12:23pm, the Specialist observed S8 sitting down with her legs propped on a table, while playing a game on her cellular device with her back turned to four sleeping children during rest time. Supervision was corrected at 12:24pm when the Specialist informed S8 that children must be supervised at all times.

1713.C. Based on observations/interview: At approximately 10:07am during a walk-through of the classroom, S8 was unable to state how many children were in her care. S8 stated she had 7 one-year-old to four-year-old children, however the Specialist observed 8 one-year-old to four-year-old children.

Corrective Action Plan: S1 stated S8 is still a new hire, and she will do additional training to explain the importance of supervising children and keeping an accurate count of children in care.

### 1811-D.2.&3.: Provisional Employment for Staff Members of Early Learning Centers

Not Met

1811-D.2.&3.: 2. A provisionally-employed staff member may be counted in child to staff ratios, but must be monitored at all times in accordance with the following.

a. A monitor of a provisionally-employed staff member must be an adult staff member for whom the center has a CCCBC-based determination of eligibility for child care purposes, (or prior to October 1, 2018, a satisfactory CBC), who is designated by the center to monitor a specific provisionally-employed staff member.

b. The center must designate a monitor for each provisionally-employed staff member present at the center.

c. The monitor shall be physically present at the center at all times when the provisionally-employed staff member is present at the center.

d. Monitors must remain within close enough physical proximity of their designated provisionally-employed staff members to be able intervene at any time if intervention is needed.

e. A monitor shall perform at least one visual observation of each designated provisionally-employed staff member every 30 minutes.

f. The center may designate one monitor for up to a maximum of five provisionally-employed staff members at any given time.

g. At least one monitor must be physically present at all times in any room during naptimes if a provisionally-employed staff member is present.

3. The center shall have a log or other written documentation of the monitoring of provisionally-employed staff members that identifies each provisionally-employed staff member, the designated monitor for each, and the times of the visual observations.

#### Finding:

1811.D.2.e. Based on record review: On 1/30/20 at 10:23am, S1 failed to have documentation that at least one visual observation of S8 was conducted between 3:30pm - 6:00pm on 1/29/20. S1 stated she observed S8 during that time, however there is no documentation of the observation. S8 was present 8:00am - 6:00pm on 1/29/20.

Corrective Action Plan: S1 stated she will document the observations every 30 minutes as required.

### 1901.J.&K.: Items That Can be Harmful to Children

Not Met

1901.J.&K.: J. Items that can be harmful to children, such as medications, poisons, cleaning supplies and chemicals, and equipment, tools, knives and other potentially dangerous utensils, shall kept in a locked cabinet or other secure place that ensures they are inaccessible to children.

K. Plastic bags, when not in use, regardless of purpose or use, shall be made inaccessible to children.

#### Finding:

NEW 1901.J. Based on observations: On 1/29/20 at approximately 10:14am, items that can be harmful to children, such as cleaning supplies and chemicals, were not kept in a locked cabinet or other secure place that ensures they are inaccessible to children as the Specialist observed one spray can of Foaming Disinfectant Bathroom Cleaner Spray in an unlocked cabinet under the sink of the boys' restroom that was accessible to the children present. S1 stated staff know to keep the cleaning supplies out of reach of children. Corrected during Licensing visit by S1 at 10:14am.

Corrective Action Plan: S1 stated she will remind staff not to leave cleaning supplies under the sink.

### 1901.P.: Staff Personal Belongings

Not Met

1901.P.: The personal belongings of center staff members shall be inaccessible to children.

#### Finding:

NEW 1901.P. Based on observations: On 1/30/20 at 10:02am, the personal belongings of center staff members were not inaccessible to children as the Specialist observed one 20oz bottle of Dr. Pepper belonging to S8 on a table in the toddler classroom that was accessible to the 8 one-year-old to four-year-old children present. Corrected during Licensing visit at 10:03am by S8.

Corrective Action Plan: S1 stated she will make sure staff know to keep personal items out of reach of children.

## Statement of Deficiencies

### 1903.C.: Free of Hazards

Not Met

1903.C.: Indoor and outdoor areas shall be free of hazards.

#### Finding:

NEW 1903.C. Based on observations: On 1/29/20 at approximately 10:10am, the indoor area was not free of hazards as the Specialist observed 5 of 10 uncovered electrical wall sockets in the toddler classroom with S8 that were accessible to the 8 one-year-old to four-year-old children present. S8 stated the children pull them out sometimes. Corrected at 10:11am by S1 and S8.

On 1/30/20 at approximately 10:05am, the indoor area was not free of hazards as the Specialist observed 5 of 14 uncovered electrical wall sockets in the front classroom near the entrance with S1 that were accessible to the children present.

Corrective Action Plan: S1 stated she will make sure staff keep the outlets covered.

### 1915.B.&C.: Health Services - Parental Notification

Not Met

1915.B.&C.:

B. Reporting. Incidents, injuries, accidents, illnesses, and unusual behavior shall be documented and reported to the parent no later than when the child is released to the parent or authorized representative on the day of the occurrence.

C. Immediate Notification. The parent shall be immediately notified in the following circumstances:

1. blood not contained in an adhesive strip;
2. head or neck or eye injury;
3. human bite that breaks the skin;
4. animal bite;
5. impaled object;
6. broken or dislodged teeth;
7. allergic reaction skin changes (e.g. rash, spots, swelling, etc.);
8. unusual breathing;
9. symptoms of dehydration;
10. temperature reading over 101° oral, 102° rectal, or 100° axillary; or
11. injury or illness requiring professional medical attention.

#### Finding:

NEW 1915.B. Based on interview: On 1/29/20 at approximately 12:16pm, S1 failed to have documentation that incidents were reported to the parent no later than when the child is released on the day of the occurrence. S1 stated that last week, while in the toddler classroom, she observed two girls playing and one child pulled the other child's hair, date and time unknown. S1 stated she did not document the incident or notify the parent of the child whose hair was pulled because she immediately corrected it.

1915.C. Based on interview: On 1/29/20 at approximately 2:05pm, S1 failed to have documentation of immediate notification to the parent of C2. S1 stated that on 1/8/20, time unknown, C2 (a three-year-old) was sent home with a temperature of 102. S1 stated the parent was immediately notified, however there is no documentation. S8 stated she called C2's grandmother.

Corrective Action Plan: S1 stated she will document all incidents, accidents, and illnesses in the future. S1 was informed that hair pulling and temperature readings over 101 require immediate parental notification.