

Statement of Deficiencies

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

Not Met

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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.: Based on record review/interview: Specialist conducted a review of the Critical Incident Report submitted to the Department on 2/12/2020 and although the center had a behavior management policy, Specialist determined that S2 (C1's Lead Teacher) used a prohibited form of behavior management. S1 (Director) documented that S2 grabbed C1 by his shirt and led him to the table. A review of O2's written statement dated 2/14/2020, and provided by S1 (Director), documents that on 2/12/2020, S2 used a prohibited form of behavior management by pulling C1's (age 3) arm and dragging him out of a room. An interview was conducted with O2 by telephone at 3:45pm, and O2 described witnessing S2 pulling C2 by his left wrist, while he was seated on his bottom, from the hand washing room and through the doorway to the cafeteria. O2 reported that S2 later pulled C1 by his shirt collar from the lunch line. At 2:24pm, Specialist reviewed available video footage from 2/12/2020, which did not show the entire incident, and observed at 10:29am, S2 holding C1's right shoulder shirt sleeve with her right hand as she walked with him to the cafeteria lunch table.

Corrective Action Plan: S1 stated as of 2/13/2020, S2 has been placed on administrative leave pending the investigation results. S1 completed an all staff training on 2/20/2020 which included a review of behavior management and corporal punishment. S1 stated she will continue to complete weekly monitoring of staff in the classrooms and at transition times to ensure staff are following all appropriate forms of behavior management.