

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.: Based on interview: S17 used a prohibited method of discipline as a threat of a prohibited action was used. S1 stated she reviewed video of S17 walking towards C1, age 3, shaking a ruler at her on 2/18/2020. S17 was immediately terminated.

Corrective Action Plan: S1 stated she held a meeting with center staff regarding Behavior Management and proper discipline of children on 2/19/2020 following becoming aware of this incident.

1509.A.8.c.: Behavior Management Policy - Time Out

Not Met

1509.A.8.c.: Time Out

- i. Time out shall not be used for children under age 2.
- ii. A time out shall take place within sight of staff.
- iii. The length of each time out shall be based on the age of the child and shall not exceed 1 minute per year of age.
- iv. For children over age six, a time out may be extended beyond 1 minute per year of age, if a signed and dated statement, including a maximum time limit, from the parent granting such permission, is on file at the center.

Finding:

1509.A.8.c. Based on record review/interview(s): S17 used a prohibited method of Time Out as she placed a child in timeout, out of sight of staff. Specialist reviewed a Critical Incident report which documented S17 placed C1, age 3, in time out in the restroom with the lights off on 3 occasions. S1 stated this occurred on 2/18/2020. S17 was immediately terminated.

Corrective Action Plan: S1 stated she held a meeting with center staff regarding Behavior Management and proper discipline of children on 2/19/2020 following becoming aware of this incident.

Statement of Deficiencies

1711.A.&B.&D.&G.: Child to Staff Ratio

Not Met

1711.A.&B.&D.&G.: A. Child to staff ratios are established to ensure the safety of all children.

B. Minimum child to staff ratios shall be met at all times.

1. There shall be a minimum of two staff members present at an early learning center when more than one child is present.
2. Only those staff members directly providing care, supervision or guidance to children shall be counted in the child to staff ratios.

D. Minimum Child to Staff Ratios for Type II and Type III centers:

Ages of Children	Ratio
Infants under 1 year	5:1
1 year	7:1
2 years	11:1
3 years	13:1
4 years	15:1
5 years	19:1
6 years and up	23:1

G. Mixed Age Groups - Minimum Child to Staff Ratios

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

Finding:

1711.A&B&D&G: Based on observations and interview: On 3/5/2020 at 8:50 AM, the Provider failed to meet the required child to staff ratio for children of the following ages: sixteen children ages three through four with 1 staff. The required ratio for children of this age is 14 children per 1 staff person. Specialist observed S15 supervising a class of 16 children alone. Specialist did not observe any other staff present with S15 during this time. S15 stated another staff had been present with her but had stepped away. Specialist observed S3 return to this class from another class in the adjoining classroom. Specialist observed child to staff ratio was met prior to departure. S1 stated the center absorbed staff and children from another center on 3/2/2020. Parents dropped some of the children off in the wrong classroom this morning.

Corrective Action Plan: S1 stated this issue will be corrected today. Parents will be advised which class to drop their children off in, in the morning. Staff will be advised what children to accept so there is no confusion.

1719.A.&B.: Orientation Training

Not Met

1719.A.&B.: A. Within seven calendar days of the first day present at the center, and prior to assuming sole responsibility for any children, each staff member shall receive orientation to the policies and practices of the center that at a minimum shall include:

1. child abuse identification and reporting;
2. emergency preparation;
3. licensing regulations; and
4. safe sleep practices.

B. Within 30 calendar days of date of hire, each staff member shall receive orientation to the additional policies and practices of the center that at a minimum shall include:

1. child development;
2. child guidance;
3. learning activities;
4. health and safety;
5. shaken baby prevention; and
6. CPR and first aid, as applicable.

Finding:

1719.A&B: Based record review and interviews: S1 lacked documentation that one of seventeen staff, S17, received additional orientation within thirty days of date of hire. S17 was hired in March of 2019. There was no documentation that she received the additional training.

Corrective Action Plan: S1 stated she will immediately ensure that as soon as S3 completes payroll documentation with new staff, she will complete the 30 day orientation with staff and ensure they each sign.

Statement of Deficiencies

1811.A.&B.: Requests for CCCBC-Based Determinations of Eligibility

Not Met

1811.A.&B.: A. An early learning center or an entity identified in §1809 shall request and obtain from the department a new CCCBC-based determination of eligibility for child care purposes for each required person:

1. prior to the person being present or performing services at the center when children are present; and
2. not less than once during a five-year period.

B. An early learning center or an entity identified in §1809 shall not be required to request and obtain from the department a new CCCBC-based determination of eligibility for child care purposes for a required person, and instead shall be able to request and obtain from the department the person's CCCBC-based determination of eligibility provided to another in-state child care provider or entity identified in §1809, if:

1. a child care provider within the state or an entity requested and obtained a CCCBC-based determination of eligibility for child care purposes from the department for the person within the past five years, while the person was seeking employment or employed by a in-state child care provider or seeking to provide or providing services at an early learning center in Louisiana for an entity;
2. the department provided to the initial requesting child care provider or entity a CCCBC-based determination indicating the person was eligible for child care purposes; and
3. the person is still employed by a child care provider within the state, or is still providing services in an early learning center within the state for an entity, or has been separated from a child care provider within the state or an entity for less than 180 consecutive days.

Finding:

1811.A&B: Based on observations, interview and record review: Documentation of a CCCBC-based determination of eligibility (CCCBC) was not available for S3, an owner, prior to the individual(s) being present in the childcare facility. Specialist observed S3 present in the center at the time of inspection; however, there was no CCCBC available for him. S1 and S3 stated the process was begun, but not completed.

Corrective Action Plan: S1 and S3 stated S3 will complete his fingerprints on 3/6/2020.
