

Statement of Deficiencies

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.&3. Based on record review/interview(s): At approximately 11:56am, S1 failed to have documentation that at least one visual observation was conducted on S6 every 30 minutes. S1 stated she did not document any visual observations, but S6 was never alone in the classroom with any children and has always been in the classroom with S7. S1 stated S7 did not document any visual observations as well. S6 was hired on 8/1/2020, but did not begin working with children until 9/10/2020 according to her attendance log. S6 was provisional from 8/17/2020 through 10/16/2020. Her provisional status expired on 10/16/2020 and she became eligible for childcare purposes on 10/16/2020.

Corrective Action Plan: Effective 3/11/2021, S1 stated in the future she will not hire any provisional worker until their status has changed to eligible for childcare purpose so she is not cited for this deficiency again.