

## Statement of Deficiencies

### 1715.A.1.&3.: Staff Records and Personnel Files

Not Met

1715.A.1.&3.: Staff Members. Personnel files for each staff member shall be maintained at the center and shall include the following:

1. an application or staff information form containing the following information:
  - a. name;
  - b. date of birth;
  - c. home address and phone number;
  - d. training,
  - e. work experience;
  - f. educational background;
  - g. hire date; and
  - h. first day onsite working with children;
3. Upon termination or resignation of employment, the last date of employment and reason for leaving;

#### Finding:

1715.A.1: Based on record review/interview: The provider did not have an application/staff information form to include name, date of birth, home address and phone number, training, work experience, educational background, hire date, first day on-site working with children, upon termination or resignation of employment, the last date of employment, reason for leaving, for staff: S2 and S3. S1 stated she could not locate S3's file at the time of survey.

### 1715.A.2.: Photo Identification

Not Met

1715.A.2.: Personnel files for each staff member shall be maintained at the center and shall include the following:

2. copy of a state or federal government issued photo identification;

#### Finding:

1715.A.2. Based on record review: The provider did not have a copy of S2's and S3's state or federal government issued photo identification available for review. S1 obtained copies of S2's and S3's state issued photo identification prior to specialist departure.

### 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 on record review/interview: The provider lacked documentation that 2 of 5 staff, S2 and S3, received orientation within seven days of the first day present at the center and prior to having sole responsibility for any children. The provider lacked documentation that 2 of 5 staff, S2 and S3, received additional orientation within 30 days of date of hire. S2 has been present in the center fulfilling a full-time teacher schedule since 11/20/2018 her date of hire. S3 has been present in the center fulfilling a full-time teacher schedule since 02/22/2019 her date of hire.

### 1723.A.&B.: CPR Certification

Not Met

1723.A.&B.: A. Infant and child CPR. Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in infant and child CPR through training approved by the department.

B. Adult CPR. Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in adult CPR through training approved by the department.

#### Finding:

1723. A.&B.: Based on record review: The provider did not have documentation that at least fifty percent (50%) of all staff on the premises and

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accessible to the children or at least four staff on the premises and accessible to children, whichever is less, have current certification in infant and child CPR through training approved by the department. 1 of 4 staff had documentation of this certification.

### 1723.C.: Pediatric First Aid

**Not Met**

1723.C.: Pediatric First Aid. Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in pediatric first aid through training approved by the department.

#### Finding:

1723.C. Based on record review: The provider did not have documentation that at least fifty percent (50%) of all staff on the premises and accessible to the children or at least four staff on the premises and accessible to children, whichever is less, have current certification in Pediatric First Aid through training approved by the department. 1 of 4 staff had documentation of this certification.

### 1725.A.-C.: Medication Management Training

**Not Met**

1725.A.-C.: A. All staff members who administer medication shall have medication administration training.  
B. Whether the center is administering medication or not, each early learning center shall have at least two staff members trained in medication administration and at least one on the premises. A staff member who is a licensed practical nurse (LPN) or registered nurse (RN) with a valid nursing license shall be considered to have medication administration training.  
C. Such training shall be completed every two years with an approved child care health consultant.

#### Finding:

1725.A.-C. Based on record review: The provider did not have at least two staff members trained in medication administration whether the early learning center administers medication or not.

### 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 be 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:

1901.J: Based on observation: Items that can be harmful to children, such as medications, poisons, cleaning supplies and chemicals, and equipment, tools, knives and other potentially dangerous utensils, were not kept in a locked cabinet or other secure place that ensures they are inaccessible to children. Specialist observed a bottle of multi-purpose cleaning spray and a gallon of bleach stored in the center's only restroom, in the tub behind the shower curtain accessible to children.

### 1919.J.: Bottled Formula/Breast Milk Properly Labeled

**Not Met**

1919.J.: Bottled formula/breast milk for infants shall be labeled with the child's name.

#### Finding:

1919.J.: Based on observation/ interview: The provider did not have bottle formula/breast milk for infants labeled with the child's name for 3 of 3 infants present.