

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 interviews at 11:30 AM, though the center has a Behavior Management Policy in place, S11 (DOH 11/18/2020) used a prohibited method of discipline as she subjected children to physical and verbal abuse. S1, S2, and S3 stated on 5/7/2021, prior to lunch time, S11 and S12 got into a verbal argument regarding S11's supervision of S12's child who was in S11's class. S11 and S12 were yelling at one another in the presence of the children when stated "It is what it is" when S12 asked if she was going to allow C4 to fall from a table and break his neck. S11 cursed in the presence of children following being corrected for this incident. On various occasions prior to 5/7/2021, S11 yelled in the faces of children in her two year old class. She was observed by S3 on one occasion getting down on a child's level to yell in his face because he wet himself. S11 was terminated on 5/7/2021.

Corrective Action Plan: Effective 5/12/2021, S1 stated staff were reminded of proper disciplinary measures, given best practices to staff as well as encouraged staff to request occasional 5 minute breaks when they feel stressed to ensure this deficiency is not cited again.

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: Based on interview, observations, and record review at 10:00 AM, S1 failed to have documentation that S6 (DOH 5/7/2021) received orientation prior to having sole responsibility for any children. At the time of arrival, Specialist observed S6 supervising a class of 10 two year old children alone. S1 stated she was unaware of this requirement and would ensure S6 received orientation by the end of the day.

Corrective Action Plan: Effective 5/12/2021, S1 stated she will ensure that she provides orientation to staff prior to allowing them to supervise children alone in addition to prior to 7 days of them working in the center to ensure this deficiency is not cited again.