

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 Observations/Video Footage: On 6/04/2020 at 9:30am, Specialist observed that the center developed and implemented a written behavior management policy. Yet, a prohibited method of discipline was used on 5/26/2020, at 3:29pm, where S15 was observed on the playground, hitting the back of C1's (age 1-year-old) head with her knee. Specialist observed this while reviewing video footage of 5/26/2020, from 3:15pm to 3:45pm. S15 is no longer employed at the center as of 6/05/2020. Child Welfare was notified on 6/05/2020 and a Critical Incident Report was completed and submitted to the Department.

Corrective Action Plan: S1 stated that she will hold a training with all staff to re-address Behavior Management Policy, Mandated Reporting, and Cell Phone Policy on 06/08/2020.