

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 interviews/record review on 06/16/2020, although the center had a Behavior Management policy, S17 used a prohibited method of discipline on 06/04/2020, as C1 was subjected to physical punishment. S17 wrestled with C1 over S17's cellphone and she was observed on video by S1 pushing C1 at least 3 times after the cellphone was retrieved. S17 was terminated on 06/04/2020.

Corrective Action Plan: S1 reviewed the behavior management policy with all staff.

1901.P.: Staff Personal Belongings

Not Met

1901.P.: The personal belongings of center staff members shall be inaccessible to children.

Finding:

1901.P. Based on interview(s): On 06/16/20, S17 failed to have her personal belongings (cellphone) inaccessible to children as on 06/04/2020, S17's phone was taken by C1.

Corrective Action Plan: S1 reminded all staff that cellphones and other personal belongs should inaccessible to children.