

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.: Behavior Management Policy: Based on record review/interview(s): During a visit in the Center on 7/17/19 at 9:45am, Specialist reviewed a Critical Incident Report submitted to the Department that documents that on 6/5/19 between the time of 10:45am-11:15am, O3 observed S20 tug C1's hair and push a milk jug against C2's face, instructing both children to "hush". S1 stated, and the Critical Incident documents that S20 was terminated immediately following O3's report of the incident being provided to S1 and S2 on 6/5/19. A review of S20's personnel file shows S20 was terminated for a critical violation of company discipline policies and state licensing discipline regulations.