

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.i.: Based on record review/interviews on 7/30/2020, although center's policy prohibits corporal punishment, S11 used a prohibited method of discipline as C1, a 2-year-old, was subjected to corporal punishment on 7/24/2020, as she was spanked for removing her diaper. According to verbal and written statement from S1, S3, and S4, S11 was observed on the center's video footage spanking C1 once on her bottom. S11 was terminated on 7/24/2020.

Corrective Action Plan: Effective 7/27/2020, S1 stated a staff meeting was conducted with each staff. She stated she also spoke with each staff individually about reporting inappropriate or suspected inappropriate behavior or discipline done by a staff to any child in the center. Each staff was required to sign a copy of the reminders provided on 7/27/2020.