

Statement of Deficiencies

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.&B. Based on observations/record review: During Specialist's review of staff files at 12:00pm, the Center lacked documentation that 3 of 28 staff, S17, S18, S21, received orientation within seven days of the first day present at the center and prior to having sole responsibility for any children.; the Center lacked documentation that 2 of 28 staff, S17 and S21, received additional orientation within thirty days of date of hire.

Corrective Action Plan: Effective 08/12/2020, S1, Staff in charge, stated as soon as a staff member is able to start working, they will review orientation on the first day at the center to ensure that orientation is completed.

1807.B.: CCCBC-Based Determinations of Eligibility for Volunteers and Staff

Not Met

1807.B.: B. Volunteers and Staff. An early learning center shall obtain a CCCBC-based determination of eligibility for child care purposes from the department for each volunteer, staff member, or employee of any kind, and shall have documentation of said determination available at all times for inspection upon request by the Licensing Division.

Finding:

1807.B. Based on observations/record review: A CCCBC-based determination of eligibility for child care purposes from the department was not obtained for each staff member, prior to the person being present at the center or performing services as evidence by Specialist's review of staff files at 12:00pm, S17 and S21's date of hire is 05/12/2020. S17 became eligible on 07/23/2020, and S21 has an indeterminable status. S1 and S15 were not aware that the two employees started without an eligible CCCBC. S1 stated that S21 has been working at the center and came in yesterday on 08/11/2020. S21 will be terminated today and will not come in to the center to work.

Corrective Action Plan: Effective 08/13/2020, S1, staff in charge, stated that she and the Directors will have a meeting to discuss reviewing CCCBC's before hiring staff.