

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 record review/interview at 10:00 am: Although the center has a Behavior Management policy, S19 failed to comply. On 8/4/2020 at 5:22 pm, S19 used a prohibited method of discipline as C1 was subject to physical punishment for disciplinary purposes. On 8/4/2020 at 5:22pm, S6 observed S19 grab C1's chin and forced his face towards her face as she yelled, "no we are not going to do that" in a harsh manner. S6 reported the incident to S2 on 8/5/2020, who then contacted S1. S1 reviewed video, observing S19 grab C1's face, as well as, pluck C1 twice in the neck. S1 and S12 met to review video together and then immediately terminated S19.

Corrective Action Plan: Effective 8/18/2020, S2 stated Directors and Staff In Charge will ensure that they monitor classrooms throughout the day. S2 also stated that they will continue monthly staff meetings to discuss the Behavior Management policy. A staff meeting was held on 8/5/2020 where behavior management was also discussed.