

Statement of Deficiencies

1715-A.1.3.: Staff Records and Personnel Files

Not Met

1715-A.1.3.: Personnel files for each staff member shall be maintained at the center and shall include the following:

An application or staff information form containing the following information: name, date of birth, home address and phone number, training, work experience, educational background and hire date;

Upon termination or resignation of employment, the last date of employment and reason for leaving;

Finding:

****NEW**** 1715-A.1.3. Based on record review: The Provider did not have documentation of termination or resignation of employment, the last date of employment, reason for leaving, for staff: S3. According to S9, S3 left employment on 4/28/17 due to personal reasons.

1715-A.4: Criminal Background Check

Not Met

1715-A.4: Personnel files for each staff member shall be maintained at the center and shall include the following:

documentation of a fingerprint based satisfactory criminal background check

Finding:

****NEW**** 1715-A.4. Based on record review: S3 left the provider's employment for more than 30 days and a new criminal background check was not obtained prior to this individual being re-hired and/or being present on the child care premises (1703.D.2). S3 date of termination/resignation was 4/28/17 and her date of re-hire was 7/21/17. S9 stated S3 left employment for personal reasons.

1719-A.-B.: Orientation Training

Not Met

1719-A.-B.: Within seven calendar days of date of hire, 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,

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;

Finding:

****NEW**** 1719-A.-B. Based on record review: Provider lacked documentation that 2 of 2 newly hire staff, S7(DOH: 8/15/17) and S8(DOH: 8/28/17), received orientation in the required topics within seven days of date of hire. S7 did receive an additional orientation within 30 days of hire in the required topics.

1907-A.1-2: High Chairs

Not Met

1907-A.1-2:

1. The high chair manufacturer's restraint device shall be used when children are sitting in a high chair.
2. Children who are either too small or too large to be restrained using the manufacturer's restraint device shall not be placed in a high chair.

Finding:

****NEW**** 1907-A.1-2 Based on observations: The high chair manufacturer's restraint device was not used when children are sitting in a high chair. Specialist observed C1 seated in a high chair without the manufacturer's restraint device in use. Corrected by S1 at the time of observation.