

## Statement of Deficiencies

### 1509.A.8.a.&b.: Behavior Management Policy

Not Met

#### 1509.A.8.a.&b.: Behavior Management Policy

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:

1509.8.a.b.i. Based on record review, although the center developed and implemented a written behavior management policy describing the methods of behavior guidance and management that shall be used at the center, on 09/17/2020 at approximately 12:43pm, S6 used a prohibited method of discipline when she forcibly lifted and pulled C1, age 1, by the left arm, moving her from one area of the room to the carpet area. S6 then grabs C1 by both shoulders and forcibly places her in a standing position. S6 then grabs C1's left arm and forcibly sits her on the carpet and pulls C1 by her left arm towards her. Upon review of the incident by Center's Management and Human Resources, S6 was removed from the classroom effective 09/17/2020 and was terminated effective 9/23/2020.

Corrective Action Plan: Effective 09/25/2020, S1 stated all staff have attended training addressing Infant and Toddler Behaviors that challenge Adults Behavior, in addition to physically walking each classroom and monitoring from offices to ensure this deficiency is not re-cited.

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### 1911.I.&J.: Proper Lifting of a Child

Not Met

1911.I.&J.: I. Staff members shall adhere to proper techniques for lifting a child.

J. Staff members shall not lift a child by one or both arms.

#### Finding:

1911.I.&J.:Based on interview(s)/record review: S6 failed to adhere to proper techniques for lifting, when she forcibly lifted and pulled C1, age 1 year, by the left arm moving, her from one area of the room to the carpet area. S6 then grabs C1 by both shoulders and forcibly places her in a standing position. S6 then grabs C1's left arm and forcibly sits her on the carpet and pulls C1 by her left arm towards her. Upon review of the incident by Center's Management and Human Resources, S6 was removed from the classroom effective 09/17/2020 and was terminated effective 9/23/2020.

Corrective Action Plan: Effective 09/25/2020, S1 stated all staff have attended training addressing Infant and Toddler Behaviors that challenge Adults Behavior, in addition to physically walking each classroom and monitoring from offices to ensure this deficiency is not re-cited.