

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, interviews, and orientation at 10:00 AM on 10/6/2020, the center failed to have documentation of orientation to the policies and practices of the center within 7 days of the first day present in the center or prior to assuming sole responsibility for children for S7, S22, S30. The center has incomplete documentation of this orientation as a signature from the director was missing for S4, S5, S9, S13, S16, S19, S21, S25, and S27. The center also failed to have documentation of orientation of the additional policies and practices of the center for S4, S5, S13, S22, and S27. The center has incomplete documentation of this orientation as a signature from the director was missing for S7, S9, S16, S19, S21, and S25. S4's hire date was 8/27/20. S5's hire date was 7/30/20. S7's hire date was 8/1/20. S9's hire date was 9/8/20. S13's hire date was 6/26/20. S16's hire date was 6/17/20. S19's hire date was 6/19/20. S21's hire date was 7/30/20. S22's hire date was 7/30/20. S25's hire date was 7/27/20. S27's hire date was 7/20/20. S30's hire date was 9/8/20. S2 stated she previously ensured orientation was completed; however, she stopped due to time away from the center. She recently returned and will ensure orientation is brought up to date for all staff hired while she was away as well as all hired going forward.

Specialist also found on 10/21/2020, at 10:15 AM, the center failed to have documentation of orientation to the policies and practices of the center within 7 days or prior to assuming sole responsibility for children for S38 hired 8/12/2020. The center also failed to have documentation of orientation of the additional policies and practices of the center for S34 whose hire date was 8/31/2020. The center has incomplete documentation of this orientation as a signature from the director was missing for S33 and S37 whose hire dates were 9/8/2020 and 9/9/2020 respectively.

Corrective Action Plan: Effective 10/6/2020, S2 stated she will re-assume the responsibility of ensuring orientation is completed for all previously employed staff as well as stay up to date with new staff going forward to ensure this deficiency is not cited again.