

Statement of Deficiencies

1811-D.2.&3.: Provisional Employment for Staff Members of Early Learning Centers

Not Met

1811-D.2.&3.: 2. A provisionally-employed staff member may be counted in child to staff ratios, but must be monitored at all times in accordance with the following.

- a. A monitor of a provisionally-employed staff member must be an adult staff member for whom the center has a CCCBC-based determination of eligibility for child care purposes, (or prior to October 1, 2018, a satisfactory CBC), who is designated by the center to monitor a specific provisionally-employed staff member.
 - b. The center must designate a monitor for each provisionally-employed staff member present at the center.
 - c. The monitor shall be physically present at the center at all times when the provisionally-employed staff member is present at the center.
 - d. Monitors must remain within close enough physical proximity of their designated provisionally-employed staff members to be able intervene at any time if intervention is needed.
 - e. A monitor shall perform at least one visual observation of each designated provisionally-employed staff member every 30 minutes.
 - f. The center may designate one monitor for up to a maximum of five provisionally-employed staff members at any given time.
 - g. At least one monitor must be physically present at all times in any room during naptimes if a provisionally-employed staff member is present.
3. The center shall have a log or other written documentation of the monitoring of provisionally-employed staff members that identifies each provisionally-employed staff member, the designated monitor for each, and the times of the visual observations.

Finding:

****NEW****1811-D.2.&3. Based on record review/interview(s) at approximately 1:05 p.m., S1 failed to perform at least one visual observation of each designated provisionally-employed staff members, S11, every 30 minutes. S1 stated she was unaware that S11 had a provisional status and thought she was eligible. Additionally, she was unaware that a 30-minute visual observation has to be conducted and documented on S11. S1 stated S11 has never been alone in the classroom and beginning on 10/25/2021 either she or S12 will perform the visual observations of S11. S11's date of hire is 10/7/2021, which is also the same date she became provisional. Per S11's attendance log she worked on the premises on the following dates: 10/11/2021 through 10/15/2021, from 10/18/2021 through 10/22/2021, and 10/25/2021.

Corrective Action Plan: Effective 10/25/2021, S1 stated she will thoroughly read all new hires background statuses and any new hire with a provisional status will be monitored every 30 minutes and monitoring will be documented.