

## 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.A.8.a&b: Based on observations, interview and record review at 11:00 AM on 11/2/2020, although the center has a Behavior Management Policy which prohibits physical punishment and corporal punishment, S4 used physical/corporal punishment with a child in care. Specialist reviewed surveillance video which shows on 10/23/2020, at approximately 11:15 AM, S4 struck C1, age one-year old) with an open hand on his bottom as well as snatched his nap mat up as he lay on it, causing him to roll onto the floor due to him not laying down on his mat at nap-time. S4 was immediately terminated.

Corrective Action Plan: Effective 11/2/2020, S3 stated the center held a mandatory meeting with all staff on 10/26/2020, at 6:00 PM in which Behavior Management was addressed. They have also contacted a liaison to create an additional Behavior Management training tailored to their center which should be ready at some point in December 2020, to ensure this deficiency is not cited again.