

## Statement of Deficiencies

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

Not Met

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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.: Behavior Management Policy: Based on record review/interview(s) at 1:15 p.m., although the center has developed and implemented a written behavior management policy prohibiting physical punishment, S3 subjected a child to physical punishment on 10/29/2021. On 10/29/2021 at 10:35 a.m., S1 and S2 witnessed S3 use her leg/foot to shove/push C1 (Infant) onto the floor, causing her to fall over and cry. S3 was removed from the classroom and was terminated on 10/29/2021 for mistreating a child(ren) physically, emotionally, and verbally. S3's original date of hire was 7/13/2021. She was terminated on 10/22/2021, and re-hired on 10/26/2021.

Corrective Action Plan: Effective 11/9/2021, S2 stated she conducted and documented individual meetings with all staff, between the dates of 11/1/2021 to 11/5/2021, to review the center's no tolerance policy and behavior management policy. All staff are required to complete the Mandated Reporter Training no later than 11/19/2021, to ensure this deficiency is not re-cited.