

Statement of Deficiencies

1507-A: Daily Attendance Records - Children

Not Met

1507-A: A daily attendance record for children shall be maintained that shall:

1. include the child's first and last name, arrival and departure times, and first and last name of person or entity to whom the child is released;
2. accurately reflect children on the center premises at any given time; and
3. be used to sign in and out if a child leaves and returns to the center during the day.

Finding:

1507-A Daily Attendance Records- Children: Based on record review on 11/20/18 the center's daily attendance record for children did not accurately reflect the children on the child care premises at any given time as 28 children were present and 25 children were signed in on the log.

1509-A.12.: Monitoring Policy for Provisionally Employed Staff

Not Met

1509-A.12.: Monitoring policy for provisionally employed staff members:

- a. Each center shall develop and implement a written policy describing the monitoring procedures that shall be used at the center when staff members are employed on a provisional basis due to an incomplete CCCBC-based determination of eligibility for child care purposes;
- b. The monitoring policy shall include all requirements for the monitoring of provisionally employed staff members set forth in §1811.D;
- c. The center shall post a copy of the policy in the center in a place visible to all parents and staff;
- d. The center shall provide copies of the written policy to each parent/legal custodian of enrolled children, center staff member and provisionally employed staff member, and the center shall obtain signed documentation from each that a copy of the policy has been received.

Finding:

1509-A.12.: Monitoring Policy for Provisionally Employed Staff: Based on record review/interview(s) on 11/20/18 the center failed to have a written monitoring policy for provisionally employed staff with incomplete CCCBC-based determination of eligibility for child care purposes that includes all requirements for the monitoring for provisionally employed staff members set forth in §1811.D. The center does not have a copy of the policy posted in the center in a place visible to all parents and staff. The center did not provide copies of the written policy to each parent/legal custodian of enrolled children, center staff member and provisionally employed staff member, and/or the center did not obtain signed documentation from each that a copy of the policy has been received. S7 states that he CCCBC team did not tell her that a policy was required for the provisionally employed staff.

1707-A.1&2: Required Staffing - Director/ Director Designee

Not Met

1707-A.1&2: Each center shall have a qualified director or qualified director designee.

1. The director or director designee shall be an on-site, full-time staff person at the center during the day time hours of operation (prior to 9:00 p.m.).
2. The director or director designee shall be responsible for planning, managing, and controlling the center's daily activities, as well as responding to parental concerns and ensuring that minimum licensing requirements are met.

Finding:

1707-A.1&2: Required Staffing-Director/Director Designee: Based on record review on 11/20/18 the center did not have a qualified Director who is an on-site full time staff person at the center during the day time hours of operation (prior to 9:00 p.m.) and responsible for planning, managing, and controlling the center's daily activities, as well as responding to parental concerns and ensuring that minimum licensing requirements are met. Specialist review of S1 daily attendance records identify that she is not present and working at the center a minimum of 32 hours per week. In the past 4 weeks the S1 has worked average of 29 hours per week.

1715-A.4: Child Care Criminal Background Check

Not Met

1715-A.4: Staff Members. Personnel files for each staff member shall be maintained at the center and shall include the following:

4. documentation of a CCCBC-based determination of eligibility for child care purposes from the department.

Finding:

1715-A.4: Child Care Criminal Background Check: Based on record review on 11/20/18 a CCCBC-based determination of eligibility for child care purposes from the department was not obtained for each staff member (S4), prior to the person being present at the center or performing services as evidence by the Specialist observing on the center's CCCBC dashboard that S4 was not present. Specialist identified that S4 was present in the center 32 days (10/1-10/5, 10/9-10/12, 10/15, 10/17-10/19, 10/23-10/26, 10/30-11/2, 11/5-11/9, 11/12-11/15, 11/19 and 11/20) without a eligible CCCBC finger print determination. S4 left the center premises after her shift on 11/20/18 @ 12:45PM. S7 was informed that S4 cannot return to the center prior to obtained a eligible CCCBC based determination.

Statement of Deficiencies

1723-A.-B.: CPR Certification

Not Met

1723-A.-B.: A - Infant and child CPR - Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in infant and child CPR.

B - Adult CPR - Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in adult CPR.

Finding:

1723-A.-B.: CPR Certification: Based on record review on 11/20/18 the center did not have documentation that at least fifty percent (50%) of all staff on the premises and accessible to the children or at least four staff on the premises and accessible to children, whichever is less, have current certification in infant and child CPR. 1 of 6 staff had documentation of this certification. The Provider did not have documentation that at least fifty percent (50%) of all staff on the premises and accessible to the children or at least four staff on the premises and accessible to children, whichever is less, have current certification in adult CPR. 1 of 6 staff had documentation of this certification.

1723-C.-D.: Pediatric First Aid

Not Met

1723-C.-D.:

C. Pediatric First Aid - Fifty percent of staff members on the premises of a center and accessible to children, or at least four staff on the premises and accessible to children, whichever is less, shall have current certification in Pediatric First Aid.

D. Certification - A copy of the certification for each such staff member shall be on-site at all times and available for inspection by the Licensing Division.

Finding:

1723-C.-D.: Pediatric First Aid: Based on record review on 11/20/18 the center did not have documentation that at least fifty percent (50%) of all staff on the premises and accessible to the children or at least four staff on the premises and accessible to children, whichever is less, have current certification in Pediatric First Aid. 1 of 6 staff had documentation of this certification.

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:

1811-D.2-3: Provisional Employment for Staff Members of Early Learning Centers: Based on record review/interview(s) on 11/20/18 S1 and/or S7, failed to designate a monitor for each provisionally-employed staff member S6, present at the center. The center had no written proof that S6 was being monitored on the following dates; 10/24, 10/25, 10/26, 10/29, 10/30, 10/31, 11/1, 11/2, 11/5, 11/6, 11/7, 11/8, 11/9, 11/12, 11/13, 11/14, 11/15, 11/19, and 11/20. S1 and/or S7 failed to perform at least one visual observation of each designated provisionally-employed staff members S6 every 30 minutes. S1 and/or S7 failed to have a log or other written documentation of monitoring of provisionally-employed staff member, S6. Documentation did not include each provisionally-employed staff member, the designated monitor for each, and the times of the visual observations.