

Statement of Deficiencies

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

Not Met

1509.A.12.a.-d.: 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.a.-d.: Monitoring Policy for Provisionally Employed Staff: Based on record review: At 1:00pm, Specialist conducted a review of the center's policy, and observed S1 failed to have a written monitoring policy for provisionally employed staff with incomplete CCCBC-based determination of eligibility for child care purposes. S1 failed to provide copies and obtain signed documentation that the policy was provided to all staff and parents/legal custodians of enrolled children. S3 was working in the center from 8/3/2020 to 8/31/2020, as a provisionally employed staff.

Corrective Action Plan: Effective 12/01/2020, S1 stated she will include the Monitoring Policy for Provisionally Employed Staff in all handbooks and provide and obtain signatures from parents to ensure this deficiency is not recited.

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.: Orientation Training: Based on record review: S1 lacked documentation that 1 of 4 staff, received orientation within seven days of the first day present at the center and prior to having sole responsibility for any children, and the additional orientation within thirty days of date of hire. At 12:45pm, Specialist reviewed staff files and observed S3, date of hire 7/3/2020, did not have verification that the required orientations were completed.

Corrective Action Plan: Effective 12/01/2020, S1 stated she will complete the orientation form, in its entirety, prior to staff entering the classroom ensure this deficiency is not recited.

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 through training approved by the department.

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 through training approved by the department.

Finding:

1723.A.&B.: CPR Certification: Based on record review: At 11:30am, Specialist observed S1 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 through training approved by the department. 2 of 19 staff had documentation of this certification. Two additional trained staff are needed to meet the minimum requirement.

Corrective Action Plan: Corrective Action Plan: Effective 12/01/2020, S1 will have twenty of her twenty-six staff complete the online training with NationalCPRFoundation.com within a week to ensure this deficiency is not recited.

Statement of Deficiencies

1723.C.: Pediatric First Aid

Not Met

1723.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 through training approved by the department.

Finding:

1723.C.: Pediatric First Aid: Based on record review: AT 11:30am, Specialist observed S1 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 through training approved by the department. 2 of 19 staff had documentation of this certification. Two additional trained staff are needed to meet the minimum requirement.

Corrective Action Plan: Effective 12/01/2020, S1 will have twenty of her twenty-six staff complete the online training with NationalCPRFoundation.com within a week to ensure this deficiency is not recited.

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: At 1:15pm, Specialist reviewed S3's file, and determined S3 received a CCCBC-Based Provisional Status on 8/3/2020, and an CCCBC-Based Determination of Eligibility on 8/31/2020. S1 failed to have a log or other written documentation of monitoring of the provisionally-employed staff member, S3, for dates 8/7/2020, 8/11/2020-8/14/2020, and 8/17/2020-8/21/2020.

Corrective Action Plan: Effective 12/01/2020, S1 stated she will request monitoring staff submit the completed log daily for review and the log will be secured in the staff folder to ensure this deficiency is not recited.

1911.K.: Hand Washing

Not Met

1911.K.: Staff and children shall wash their hands using soap at least at the following times: upon arrival at the center, before preparing or serving meals, before giving medication, after playing in water used by more than one person, after toileting, after helping a child use a toilet or changing diapers, after wiping noses or cleaning wounds, after handling pets and other animals, after playing in sandboxes, before eating meals or snacks, upon coming in from outdoors, after cleaning or handling garbage and anytime hands become soiled with body fluids, such as urine, saliva, blood or nasal discharge.

Finding:

1911.K.: Hand Washing: Based on observations: Staff did not wash their hands with soap and water as needed. At 10:35, Specialist observed that although S17 changed her gloves, she did not wash her hands with soap between changing two infant diapers.

Corrective Action Plan: Effective 12/01/2020, S1 stated she post a visual reminder next to the changing table in the infant room to ensure this deficiency is not recited.