

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.ii. & iii. Based on staff interviews on 12/3/2020 and 12/7/2020, although the center has a behavior management policy, S9 failed to follow the behavior management policy, as she used offensive or profane language in the presence of children at the center - date and time unknown. S9 stated she has used the "F" and "S" words while in the classroom, however, no one can hear it because she says it under her breath.

Also, S9 failed to follow the center's behavior management policy regarding the threat of a prohibited action, even if there is no intent to follow through with the threat, as she "swiped" her hand near C1 on 11/24/2020 at 12:58pm during nap time. S9 stated she swiped her hand near C1 to stop him from banging on the side of the crib - waking up the other children. S1 stated S9 has been suspended from 12/7/2020 - 12/10/2020 for failing to follow the center's behavior management policy, and will be re-trained upon returning to work.

Corrective Action Plan: Effective 12/3/2020, S1 stated she will re-train all staff on 12/12/2020, regarding conscious discipline, suspected abuse and neglect, and stress management. S1 also stated she will do a refresher training on the behavior management policy to remind staff of what are prohibited behaviors.

1711.A.&B.&D.&G.: Child to Staff Ratio

Not Met

1711.A.&B.&D.&G.: A. Child to staff ratios are established to ensure the safety of all children.

B. Minimum child to staff ratios shall be met at all times.

1. There shall be a minimum of two staff members present at an early learning center when more than one child is present.
 2. Only those staff members directly providing care, supervision or guidance to children shall be counted in the child to staff ratios.
- D. Minimum Child to Staff Ratios for Type II and Type III centers:

Ages of Children		Ratio
Infants under 1 year		5:1
1 year	7:1	
2 years		11:1
3 years	13:1	
4 years	15:1	
5 years	19:1	
6 years and up	23:1	

G. Mixed Age Groups - Minimum Child to Staff Ratios

1. An average of the child to staff ratios may be applied to mixed age groups of children ages 2, 3, 4 and 5
2. Child to staff ratios for children under age two are excluded from averaging.
3. When a mixed age group includes children younger than age two, the age of the youngest child determines the child to staff ratio for the group.
4. An average may be applied to a mixed age group consisting only of children ages 5 and older.

Finding:

1711.B. Based on staff interviews on 12/10/2020 at 12:09pm, S1 failed to meet child to staff ratio at all times in classroom five. Upon the Specialist's arrival, S7 was observed sitting outside near the play yard on lunch at 11:52am. During the walk through of classroom five at 12:09pm, the Specialist observed S6 and S7 in the classroom with 8 children, ages 6 months through two-years-old. S6 stated she was supervising the eight children alone while S7 was on lunch. The Specialist informed S1 that ratio must be met at all times when infants and one-year-olds are present. S1 stated they were

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short staffed today, it was a miscommunication with S7, and that S7 was supposed to wait until S2 could come to the classroom to relieve her for lunch.

Corrective Action Plan: Effective 12/10/2020, S1 stated she will remind staff that ratio must be met at all times, and to communicate when leaving for lunch to ensure that the center is not re-cited again.
