



garbage after meals/snacks, the garbage can is tilted in such a manner that the child can retrieve the item. Jenny A stated the child then washes his/her hands with soap and warm running water. Jenny A stated this is done if non-disposable items (including silverware, plates, and cups) are accidentally put into the trash and not if disposable items (including napkins) are put into the trash. Jenny A talked about how head start teaches children self-sufficiency. Jenny A stated she believes a former staff who was employed at the center for approximately 6 weeks made the complaint. Jenny A stated the former staff used to work for the school district and did not understand the Head Start philosophy or general licensing rules. Jenny A reported (as an example) the former staff did not believe that two staff needed to be present when a child needed toileting assistance in the restroom or had a potty accident. Jenny A also talked about how the former staff posted some unfavorable things on "Facebook" about a child to the child's extended family but failed to tell the child's biological parents.

Donna W reported working with Jenny A full-time for 14 years. Donna W reported retiring prior to the 2013-2014 school-year. Donna W, however, also talked about continuing to be a regular substitute at the program when needed. Donna W denied observing Jenny A pinch children, purposely step on children's fingers, verbally abuse a child, and/or make a child dig dirty napkins out of the garbage.

It is important to note, while on-site, interactions between children and the staff were observed to be appropriate and nurturing. Children were observed communicating with staff and appeared to be enjoying programming activities. Staff were observed using positive redirection when needed. A parent volunteer was also in the classroom during the on-site visit. Jenny A reported there is a parent and/or community volunteer in the classroom at least 2-3 times a week. Jenny A denied that any parent and/or community volunteer has reported any concerns about her or other staff's interactions with the children.

**Special Notes and Action Required:**

Jenny A and I discussed the practice of gently tapping a child's hand with her foot to show what could happen if a child did not put his/her hands in his/her lap during circle time. We talked about the possibility of stepping too hard resulting in a possible injury and about different individual's perceptions. Jenny A agreed to stop doing this.

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Based upon the above, no further response is requested.

If you feel something is unclear or unjustly cited, please contact me (phone 319-892-6827; email [alyons@dhs.state.ia.us](mailto:alyons@dhs.state.ia.us) <<mailto:alyons@dhs.state.ia.us>>) so that we may discuss the issue. If necessary, I can make a notation in your record. You may also send a letter that will be included in your licensing file noting any disagreement you may have with this report. If I have failed to provide for you any information discussed during my visit, please contact me and I will forward the information to you. Thank you.

**Consultant's Signature:**

**Date:**

10/23/2013

