

The director was then spoken to again and indicated the staff person just now told her what had happened. She reiterated that she did not realize or remember that she had cut the apples on the table or left the knife on the table but agreed that this was a concern.

Special Notes and Action Required:

The director states in the future the plan will be to keep all sharps in the main kitchen area on the main floor of the center. Items needing to be cut or prepared for an activity like this will be completed in the main kitchen before being brought to the program area.

Additional lengthy discussion occurred regarding the concern that this incident was not directly addressed between the staff and director when it happened as well as the fact that a picture was taken with a staff's cell phone and then placed on the Snap Chat application and whether or not this is a confidentiality/photo release concern given that children were in the picture.

The center does have parents sign a general permission form for photos to be taken of their child(ren). The form was reviewed and states specifically, "child photographed for use by center or to be used in newspapers or other media". The director states the center's policy on cell phones is that staff are not to use their cell phones unless it is on their break time. The director stated she felt it would be a problem for staff to be taking picture(s) that include children with their personal phones and placing the picture(s) on an internet application. Discussion occurred regarding the possible need for the center to clarify their own written policies as part of their staff handbook and staff orientation/training and/or the parental permissions.

Staff indicated general concerns for lack of communication between staff and management at the center and concerns that the director can be "moody" or that problems can arise for staff when questions are raised or asked by staff. It is difficult to determine any fault or specific credibility to these types of statements, however, consultation was provided to the director regarding implementing some type of regular staff/management communication opportunities such as holding regular staff meetings. Suggestions were provided on techniques that can help to keep these meeting times positively structured and avoid negativity and finger pointing. Open communication will facilitate a better working environment for all staff, including the management, and staff may then be more invested in making suggestions and implementing strategies to improve the center. The end result is a better child care environment for the children.

Heidi Hungate, MSW
DHS Child Care Licensing Consultant

Consultant's Signature:



Date:

06/05/2014