

Dana stated staff Dacia was already gone for the day. Dana stated she interviewed the other staff who might have witnessed something. Dana stated the staff stated they overheard the child crying but did not see what happened.

Dana stated the incident happened at approximately 2:30pm, and there would have been four two year old children in the room with Dacia. Dana stated the mother came to get the child as regularly scheduled shortly after the incident would have occurred. Dana stated staff Jamie spoke to the mother and advised the mother at that time that the child appeared to be injured. Dana stated she called the mother later and found that the mother had taken the child to the doctor and that the elbow was displaced.

Dana stated she spoke with staff Dacia the following morning upon the staff's arrival to the center. Dana stated at that time Dacia stated she may have grabbed the child too hard by the wrist to take the child to time out. Dana stated Dacia was placed on suspension at that time pending an investigation into the matter.

Dana stated Dacia started at the center on 2/10/15 and had always worked in the transition room. Dana stated since Dacia was still a new staff, she had not received any formal trainings yet. Dana stated the center does not plan to have this staff person return to working at the center after this incident.

Three additional staff who either worked with Dacia or might oversee or overhear her with the children from the nursery (adjacent to the transition room) were interviewed individually. Staff indicated feeling at times that Dacia had a "mean tone" with the children. Staff indicated Dana was aware of the concerns and had witnessed Dana redirecting Dacia at times. None had ever seen her get physical with the children. The lead staff for the transition room stated when this incident happened was the first time that Dacia had actually been left alone with the children in the room. That staff stated when she came upstairs from the lower level she saw the child laying on the floor holding the wrist in the time out spot. That staff stated she picked the child up and noticed the child's wrist was red and swollen. That staff stated she asked Dacia what happened, and Dacia stated she did not know and that the child had fallen or something. That staff stated she asked Dacia why the child was in time out, and Dacia did not answer and walked away. A staff indicated hearing the child cry and that Dacia said the child was in time out because the child would not stay on the mat at rest time. Another staff recalled hearing Dacia "yell" at the child to get to time out. That staff then observed the child laying on stomach on the floor kicking feet with a loud high pitched cry. None of the staff indicated witnessing anything directly.

Dana was then spoken to again. She stated this was the first time Dacia had been left alone in the room with children. Dana recalled redirecting Dacia two or three times for voice tone. Dana described this as "kind of a snotty tone" at times.

Dana provided copies of written statements obtained from the three staff on 3/10/15. Dana stated no written incident report had yet been done.

Information was later gathered from DHS Kueter that she had met with Dacia to discuss the concerns. DHS Kueter indicates that Dacia admitted to pulling the child by the arm to get the child to a location to do "time out" because the child was refusing to keep shoes on and refusing to stay on the mat at nap time and Dacia was afraid the child was going to wake the other children.

Special Notes and Action Required:

The incident did occur and the child was injured as a result of the staff mishandling the child during the course of discipline. Discussion also occurred regarding inappropriate use of discipline as it relates to rest time. These are clearly rule violations. It is noted that the center appears to have taken immediate action as soon as they knew of the injury to the child, and the staff person was not allowed to work at the center at that point.

The center has since completed a written incident report and assures that the parent has received a copy of the report. The center is reminded that this is a rule and that the incident report shall document also that the parent was notified of the incident on the same day as the incident for all incidents.

Discussion occurred regarding the use of time outs and whether this strategy is most appropriate or effective especially with this age group. Based on conversations with the staff and director it appears that time outs are used fairly regularly. This also leads to questions regarding whether staff have age appropriate expectations for the children based on the child's developmental level. When asked about what training opportunities staff have been provided, Dana stated just she and the preschool room (lower level room) staff have taken the PBIS training. Dana stated the center is aware of an upcoming CRRR training for PITC, and she had planned to have staff enrolled in that training. She was not certain of the specific dates at the time of this visit.

It is recommended that the center enroll the infant and toddler staff in the PITC training and consider PBIS training for all staff. Please provide to the licensing consultant the date for the upcoming training mentioned and which staff are enrolled for the training.

Heidi Hungate, MSW
DHS Child Care Licensing Consultant

Consultant's Signature:

A handwritten signature in black ink, appearing to read "Xfer L. Huzate". The signature is written in a cursive style with a large initial "X".

Date:

03/20/2015