

NOT CITED.

Inspection Findings:

An unannounced visit was completed at this center on 10/6/14 to discuss the reported concerns. Child care nurse consultant, Heidi Hotvedt, accompanied the licensing consultant for this visit. It is noted that there were several other concerns identified on the complaint, however, it was discovered that those issues were related to the non licensed portion of this center. This is a private school where only the infant care is licensed by DHS. Historically, the school has chosen not to license their child care operations for children two and over and have exempted this under the Department of Education.

The center director, Heather Weber, was spoken to, as were several other staff, each individually.

Heather stated she was familiar with many of the reported concerns because the school principal was sent an email recently with many of the same concerns.

Heather stated they have had a staff meeting and discussed the use of cell phones. Heather stated currently cell phones are supposed to be in the staffs' purses or in their lunch boxes. She stated she is currently working with her boss, Randy (Business Manager for the school who also oversees the daycare functions), on completing a written policy to address cell phone use and that this should be done by the end of this week. Heather stated they plan to have another meeting to discuss this.

Heather stated there have been occasions where older children have been brought to the infant room to change diapers because the diaper table in the older children's (non licensed) room was broken. Heather stated this happened at the end of the day, and when she found out about this, she told the staff they could not do this.

Heather denied she had ever put a blanket on a child's face and stated she had not seen any other staff do this. She stated the center has a safe sleep policy with no blankets in cribs with sleeping infants. Older infants who sleep on cots would use a blanket, but this would be only those 12 months and older. It is noted that this was the observed practice at the recent licensing visit.

Heather states she posts communicable diseases as required.

The three other staff who were interviewed provided somewhat differing information. Staff indicated there have been occasions where older children have been in the infant room at various times. Older children have been in the infant room on a couple of occasions when the staff for the older children were setting up cots in the older children's room. Older children have frequently been allowed in the infant room toward the end of the day if those children want to come over to the infant room and infants have been taken to the older children's room on occasion as a convenience for the staff. Older children have been allowed in the infant room during the day if the parent drops the child off when their group is at lunch. Staff also indicated that there are times when older children may be allowed in the infant room in the morning before school starts. The center opens at 5:45am.

The staff indicated that cell phones have been and continue to be a problem but may have some improvement. It is noted that this problem was identified at the recent licensing visit as well when a note was observed to be posted on a bulletin board in the infant room with concerns about staff being on their cell phones. Discussion occurred with the staff and director at that time about cell phones and ratio requirements.

All staff denied that blankets are ever put over the children's faces at any time.

Special Notes and Action Required:

There was much discussion regarding a concern of Heather and another staff leaving a two year old child out on the outdoor area recently even though this is not part of the licensed program. Staff indicated there has not been much discussion about this and nothing really specific to ensuring this would not happen in the future. Staff and the director did state they are supposed to count the children and compare to their clipboard as they leave the outdoor area and as they enter the building.

Staff indicate there is not much communication that occurs at this center, and there are no staff meetings.

During the discussion with staff, it was discovered that the staff put infants in their cribs for a "time out" for incidents of biting. This does not appear to be the most appropriate response to this behavior especially for this age group.

Recommendations/Actions Required:

The center shall keep the communicable disease postings on file in the licensing binder once they have been posted and taken down so that a history of those is available for review if necessary.

The center director shall institute a schedule of regular staff meetings. Once per month or bi monthly meetings should be adequate unless more frequent meetings are necessary. The center shall maintain within the licensing binder a record of the agendas for these regular staff meetings and the staff sign in/attendance sheets for each meeting. Staff meetings are a much needed time for staff and the director to review necessary information and to communicate about issues and concerns.

The center shall complete their policy regarding cell phone use at the center ensuring that all staff who are required to be in ratio are involved with the children in program activities. The policy shall be reviewed and enforced with all staff.

The center shall ensure that the infant (children not yet 24 months old) area is safe from intrusion by older children (age two and up) at all times. This rule shall be reviewed with all staff and the director. The school will need to come up with another plan for care of the older children who arrive at the school for care before those school child care staff are ready to assume responsibility.

The center director shall review with all staff the center's policy for ensuring that all children are accounted for at all times, especially considering when leaving and entering the building/outdoor area/etc.

These concerns should be addressed at a staff meeting with all staff in the immediate future, and staff should sign off that they attended and received the information.

It is recommended that the center meet with their CCRR consultant and/or their nurse consultant with regard to biting and developing a more age appropriate response to incidents of biting. The center director knows how to contact these individuals.

The center director shall submit within ten days of receiving this report a written plan as to how the requested actions above have been/are being addressed at the center. Please ensure that the Business Manager for the school who oversees the child care functions also reviews and signs off on this written plan before sending it.

Heidi Hungate, MSW
DHS Child Care Licensing Consultant

Consultant's Signature:

Date:

10/15/2014

