

Debra C reported being employed at La Petite for a little over 1 year. Debra C reported her shift is Monday through Friday 8:00am to 5:00pm. Debra C reported being one of two primary care staff assigned to the 2-year-old room. Debra C was informed of the complaint. Debra C denied that she has ever used any physical discipline with child care children. Debra C denied seeing any child care staff use physical discipline with children. Debra C talked about KA's last day in attendance at La Petite. Debra C reported a couple kids were displaying aggressive behaviors that day. Debra C reported KA got hit 1 time by another child during large gross motor play and 1 time by another child while she was changing diapers. Debra C reported KA was never "slapped" by any staff and that "slap" is not a word she has heard any staff at La Petite use. Debra C went on to talk about how KA struggled to nap.

Debra C reported children who do not nap are given toys/books and encouraged to sit on their cots while playing with the toys/books. Debra C agreed it is not reasonable to expect a 2-year-old child to sit on his/her cot playing with toys for 2 hours. Debra C talked about how there are typically 2 to 3 children in the 2-year-old room who do not nap or take a long time to fall asleep. Debra C talked about how the children do get up off their cots, move around the room, and sometimes make noise. Debra C stated staff try to encourage the non-napping children to stay on their cots to minimize noise for the napping children. Debra C denied knowing anything about a child who was screaming or crying during nap and a staff saying he/she wanted the child to stop. Debra C reported if a child was screaming and crying at any point during the day, she would comfort the child and not just leave the children to cry.

When asked about the center's diapering changing policy, Debra C reported children's diapers are changed every 2 hours and more if needed. Debra C talked about how some of the children are "wigglers" and the diapers would come off regularly. Debra C discussed how she and Stephanie P (the other staff in the room) began putting the diapers on tighter. Debra C talked about how she would change several of the children standing up because they were potty training. Debra C reported when she became aware that she may have been putting diapers on too tightly, she stopped changing children standing up. Debra C stated she now takes each child to the diaper station after encouraging him/her to use the restroom (potty training). Debra C reported KA's parent was upset that staff were not putting KA in pull-ups. Debra C talked about how KA's parent only provided the center with diapers (not pull-ups) for KA so that is what was used. Debra C reported the center does not supply diapers, pull-ups, or underwear for children.

Stephanie P reported being employed at La Petite since August, 2014. She reported her shift is Monday through Friday 9:00am to 6:00pm. Stephanie P reported being one of two primary care staff assigned to the 2-year-old room. Stephanie P was informed of the complaint. Stephanie P denied that she has ever used any physical discipline with child care children. Stephanie P denied seeing any child care staff use physical discipline with children. Stephanie P discussed how staff use redirection with the children. Stephanie P also reported if a child is showing a lot of aggressive behaviors "... (I) make that child (my) buddy for the day..." Stephanie P talked about KA's last day in attendance at La Petite. Stephanie P reported that on 2/25/2015 she remembered another child hit KA. Stephanie denied that KA had any injuries for this. Stephanie P talked about how staff never use the word "slap" but say things such as "nice touches" and "no hitting". Stephanie P denied knowing why KA would say what he/she did. Stephanie P reported the 2-year-old room can be stressful at times. Stephanie P reported she can ask management for an extra break if she needs one.

Stephanie P talked about how KA would struggle to nap at times. Stephanie P reported she would rub KA's back and head to help him/her relax and fall asleep. Stephanie P talked about how children that don't fall asleep are allowed to look at toys and books on their cots. Stephanie P agreed it is not reasonable to expect a 2-year-old child to sit on his/her cot playing with toys for 2 hours. Stephanie P talked about how there are typically 2 to 3 children in the 2-year-old room who do not nap or take a long time to fall asleep. Stephanie P talked about how the children do get up off their cots, move around the room, and sometimes make noise. Stephanie P stated they try to encourage the non-napping children to stay on their cots to minimize noise for the napping children.

When asked about the center's diapering changing policy, Stephanie P reported children's diapers are changed every 2 hours and more if needed. Stephanie P stated some children are "more wiggly than others". Stephanie P reported that someone complained staff were putting on diapers too tightly. Stephanie P stated she didn't realize she was diapering too tightly and has now been putting them on more loosely. Stephanie P talked about how KA's parent complained staff was putting diapers on KA and not pull-ups. Stephanie P reported KA's parent was told to provide pull-ups rather than diapers. Stephanie P reported KA's parent still only provided diapers.

It is important to note, KA began attending La Petite on 1/19/2015. KA's last day at La Petite was 2/25/2015. During that time, KA's diapers were consistently changed approximately every 2 hours (as documented on his/her daily notes). There were a few days noted that KA did not nap (as documented on his/her daily notes) during his/her time enrolled at the center. However, it was noted that KA napped most days but that KA would fall asleep well after the beginning of the scheduled nap time (as documented on his/her daily notes). There were also notes on the daily sheets indicating KA's parent needed to provide the center with additional diapering (diapers, pull-ups, etc.) supplies.

Special Notes and Action Required:

At the next all-staff meeting, review the following items with all staff

- (1) The center's discipline policies and practices
- (2) Stress management techniques and the program's policies/procedures for what staff should do if they are feeling frustrated
- (3) When an incident report is required including for behavioral concerns not just visible injuries (109.10(10)). Incidents involving a child, including minor injuries, minor changes in health status, or behavioral concerns, shall be reported to the parent on the day of the incident. A written report shall be provided to the parent or persons authorized to remove the child from the center. The written report shall be prepared by the staff member who observed the incident and shall be retained in the child's file)
- (4) The center's diapering policies (including diapering wiggly children, potty training children, etc.) and procedures

Each staff shall sign the all-staff meeting notes in order to note their attendance. A copy of this documentation shall be retained with the program's license paperwork.

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>>) 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:

02/10/2015