

2-year-old room staff plan the morning's activities. He/she said that he/she tries to plan music and movement activities, story time, and crafts. The daily schedule and program of activities (lesson plans) were observed on-site.

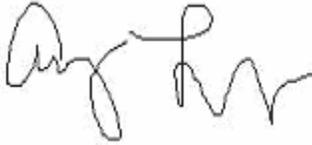
Ms. Kitzmiller reported she was not aware of this recent complaint but continues to feel as though the complaints against this one staff are stemming from a personality conflict with other staff. Ms. Kitzmiller continued to talk about how the staff subject to this complaint is "...reliable and does everything asked..." Ms. Kitzmiller reported the staff has worked at the program for 6 years and that she has not received any parent complaints about him/her. Ms. Kitzmiller stated as a precaution she has increased her presence in the 2-year-old classroom, and at times (particularly after nap), had a 3rd staff working in the 2-year-old classroom (overstaffing with 3 staff and 11, 2-year-old children). Ms. Kitzmiller reported even after doing this, there has been no evidence of that the above complaints are true.

Special Notes and Action Required:

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>>) 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:

02/12/2014