

Shannon F reported working at Waypoint since May, 2013. Shannon F denied having any professional growth training in the area the infant is always placed on his/her back when sleeping. Shannon F reported Waypoint's policy is that each infant is to participate in tummy time throughout the day. Shannon F talked about how she believed the duration of tummy time to be approximately 10 minutes each hour. Shannon F reported if an infant falls asleep on the floor, he/she is moved to his/her crib within a short time of falling asleep. Shannon F reported when the infant, with the rug burns, was engaged in tummy time, he/she would move his/her legs back and forth a lot. Shannon F stated she thinks she may have seen the rug burns, on the infant, on 10/15/2013 around 3:00pm while feeding him/her. Shannon F talked about how on 10/16/2013 she did have the infant participate in morning tummy time even though she knew the infant had rug burns on her knees. Shannon F reported the father, of the infant with the knee rug burns, said their child was a preemie and not supposed to engage in tummy time. Shannon F denied knowing this until 10/16/2013, when the father told Donna Castle and then Donna Castle told her. Shannon F also reported the center has been "short-staffed" a couple times. Shannon F talked about having to move staff and infants around to different classrooms in order to make ratio. Shannon talked about another child's parent calling and talking with Donna Castle on 10/21/2013 because he/she was concerned about the ratio. Shannon reported one staff was a "no-show" for work at 7:30am and they had more children than usual at 7:45am that day.

Brooklin S reported working at Waypoint for almost 1 year. Brooklin S denied having any professional growth training in the area of infant/toddler care and/or in the areas of safe sleep. Brooklin S talked about Waypoint's policy that each infant participate in tummy time. Brooklin S reported tummy time is for 20 minutes each hour. Brooklin S stated she came up with the 20 minutes as she believed this was a "good amount of time for each infant to work on holding (his/her) head up". Brooklin S stated some infants do fall asleep during tummy time. Brooklin S talked about how if an infant falls asleep on the floor and staff moves him/her, the infant will wake up. Brooklin S reported that staff will move a sleeping infant from the floor to the crib after about 5 minutes. Brooklin S acknowledged not all infants like tummy time. Brooklin S denied seeing any rug burns or injuries on the infant subject to this complaint. Brooklin S stated if she had seen anything she would have brought it to someone's attention right away. Brooklin S talked about seeing an incident report that sat on the infant room counter for 3 days. Brooklin S stated she found out about the incident when Maraya B mentioned to her that the infant's rug burns were "really bad". Brooklin S also reported the infant room has been out of ratio. Brooklin S reported Shannon F had 7 infants by herself one day last week. Brooklin S talked about how staff are not getting their breaks because there is no one to fill-in the classroom while each is on break. Brooklin S also talked about how sometimes rooms are out of ratio because a staff has to use the bathroom and there is no one that can step-in for them. Brooklin S stated the infant room "gets boring". Brooklin S talked about how there is no lead staff in the infant room right now. Brooklin S discussed how she would like to do some fun things with the infants since they do the same thing every day.

Maraya B reported she has worked at Waypoint since June, 2013. Maraya B denied having any professional growth training in the area of infant/toddler care and/or in the areas of safe sleep. Maraya B reported Waypoint's policy is that each infant will participate in tummy time for up to 30 minutes each hour. Maraya B reported it just depends as some infants like tummy time while others do not. Maraya B reported infants were allowed to sleep on the floor until Donna C came into the room and told her parents were complaining. Maraya B stated staff are now picking up infants after they fall asleep and placing them into their cribs.

Maraya B reported she always places each infant on his/her back in the crib but on his/her tummy on the floor. Maraya B talked about 10/15/2013 when she entered the infant room for her shift starting around 3:00pm. Maraya stated she saw an infant sleeping on the floor. Maraya B discussed how she picked up the infant and turned him/her over to place the infant in his/her crib. Maraya B reported this is when she saw the infant had rug burns on his/her knees. Maraya B denied that the infant had tights or pants on covering the knees stating the infant's knees were visible. Maraya B talked about how the infant's knees were really red. Maraya B stated she comforted the infant and placed a cool cloth on the infant's knees. Maraya B stated she asked Shannon F about the infant's rug burns, and that Shannon F told her she didn't know anything about it. Maraya B reported doing an incident report since she saw the infant's injuries. Maraya B reported she asked Shannon F to help her complete the incident report because she had never done one. Maraya B stated Shannon F told her she couldn't do one because she didn't know how the infant got the injury. Maraya B reported she filled it out the best she could and had Donna Castle sign it. Maraya B stated she forgot to give the infant's father the incident report on 10/15/2013.

Maraya B reported the next day Shannon F was filling out a new incident report. Maraya B stated she never did find out what happened with the incident report she completed. Maraya B talked about when she would enter the infant room in the afternoon, some infants would be sleeping on the floor, some infants would be sleeping in a crib, some infants would be sleeping on their tummies, and some infants had pacifiers. Maraya B reported when she would place an infant down for nap she always laid him/her on his/her back. Maraya B talked about one day recently in which Shannon had 7 infants by herself. Maraya B reported parents were complaining to Donna Castle about this. Maraya B reported Donna Castle had told her that after 4:00pm it was not that serious if rooms were out of ratio because staff had to use the restroom and/or leave for the day. Maraya B stated Donna Castle is usually gone by 4:00pm.

It should be noted that on 10/29/2013, an infant was observed sleeping on the infant room floor. Brooklin S reported that infant had been sleeping on the floor for 1 hour prior to DHS licensing entering the infant room. Shannon F denied knowing how long the infant had been sleeping on the floor prior to DHS licensing entering the room. On 10/29/2013, the daily staff sign-in/sign-out logs and child sign-in/sign-out logs were not available to review. As a result, there was no documentation to verify ratio was and is being maintained. Ms. Castle reported the infant subject to this complaint began attending the center on 10/7/2013. The infant was present on 10/4/2013, 10/7/2013, 10/8/2013, 10/9/2013, 10/10/2013, 10/11/2013, 10/14/2013, 10/15/2013, and 10/16/2013. Ms. Castle reported the infant's father came to the center on 10/16/2013 with the infant (after a doctor's appointment) stating the infant was a preemie and was not to do tummy time. Ms. Castle reported that she immediately told staff about this. Ms. Castle did review photographs of the infant's injuries. Ms. Castle acknowledged the infant's injuries were serious and parents should have been notified immediately. Ms. Castle denied that there is a set amount of time for each infant to engage in tummy time. Ms. Castle talked about each infant being different and that staff should exercise good judgment. Ms. Castle reported she did tell Shannon F to redo the incident report that had been completed by Maraya B. Ms. Castle reported Maraya B's copy was not legible. Ms. Castle acknowledged classrooms have been out of ratio. Ms. Castle talked about some recent changes in staff and management. Ms. Castle indicated some staff have quit because they are frustrated with recently being held more accountable for their work and job performance.

During the course of this complaint report, the following additional rule violations were noted:

109.8(2). Ratio is not being met as required by Iowa Code. As noted above, ratio has not been met as required by Iowa code.

109.10(16). Assigned staff shall provide all infants with careful supervision. As noted above, the main staff in the infant room on 10/15/2013, denied noticing the infant's rug burned knees.

109.12(5)e. Infants are placed on backs when sleeping. As noted above, infants are being allowed to fall asleep during tummy time (on their stomachs).

109.12(5)h. Centers have sufficient number of cribs for children who may nap that provide a waterproof mattress, sufficient bedding, meet CPSC or ASTM standards, maintained in a sanitary manner, and used only by one child at a time. As noted above, infants are being allowed to sleep on the floor.

Special Notes and Action Required:

The program's license continues at provisional status.

The following items needs to be corrected, received, and reviewed by the DHS license consultant in order for the program's license to be upgraded to full status:

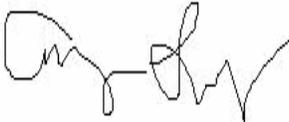
(1) Each infant and toddler room staff (including floaters to these rooms) have a documented plan of how each is going to accomplish their required professional growth hours. This shall include PITC training and the 1-hour DHS approved online AAP SIDS training. Each training plan shall include trainings specifically in the area of infant and toddler care (examples include PITC and the 1-hour DHS approved online AAP SIDS training). A copy of each infant and toddler staff's training plan shall be forwarded to the DHS license consultant. The training plans shall include the day(s) each training has been completed or the day(s) each training will be completed.

(2). That each infant and toddler staff (including floaters in these classrooms) have documentation in his/her file that each has received a basic orientation about the specific cares infants/toddlers require. This should have happened during the orientation upon hire. Copies of each infant and toddler staff's orientation documentation shall be forwarded to the DHS license consultant.

Licensing recommends contacting Cedar Rapids Child Care Resource and Referral agent Marie Ropot at 319-432-1076 and/or the area's health consultant Jean Randolph at 319-393-7811, ext. 1016 if you need assistance in making corrections.

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:

12/02/2013