

the video to the child's mother. Whitney C talked about how the child's mother thought the video was funny and told Whitney C to "post it". Whitney C stated she then posted it on Facebook. Abrianna W and Holly K talked about having knowledge of the incident and knowledge that a video had been taken. Abrianna W and Holly K denied reporting the incident to management

Whitney C, Marissa W, Abrianna W, and Holly K each reported the incident was not consistent with Waypoint's policies and practices. Each staff reported it's against Waypoint's policy to take photographs or videos of children at the child care with their personal equipment and against Waypoint's policy to post photographs or videos of children at the child care center to social media sites.

It is important to note, an email dated 12/9/2014, was received by licensing from the child's mother. The mother stated she did tell Whitney C to post the video "...I can tell you that none of the teachers or assistants at PRK have ever posted anything without my consent. They always show me what they've captured first and ask if they can post it, and then they tag me. I have absolutely no problem with this. Many times they get the cutest pictures of them, capturing them doing things we as parents are missing out on while we're at work. I'm extremely grateful to see what I've missed out on during the day! However, now that I understand the policy, I'll have to ask them to send it to me first, and then I'll post it to social media and tag them..."

Special Notes and Action Required:

The Waypoint - Park Ridge Kids management team is conducting an internal investigation. Ms. Biddle reported all families enrolled at the Waypoint - Park Ridge Kids site were made aware of the incident. Ms. Biddle reported an all staff meeting is scheduled for 12/11/2014. Ms. Biddle reported Waypoint's photograph policy, videotaping policy, and social media policy will be reviewed at the all staff meeting, as well as Waypoint's expectations regarding staff professionalism Ms. Biddle also reported the staff involved in the above incident will additionally each participate in a 1-hour DHS approved training regarding staff professionalism. Based upon Waypoint's response, licensing is requesting a written note verifying that the above additional discussion and training occurred within 60 days of receipt of this report.

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:

12/10/2014