



109.10(16) Supervision and access.

a. The center director and on-site supervisor shall ensure that each staff member, substitute, or volunteer knows the number and names of children assigned to that staff member, substitute, or volunteer for care. Assigned staff, substitutes, and volunteers shall provide careful supervision.

-Violated...

-Based on the observations in the classroom Ann did not provide careful supervision. She allowed children to make unsafe choices. Ann also did not ask children if they were okay when another peer hurt them.

**Inspection Findings:**

On the date of my visit I observed the following:

-Ann saw a child grab a peer by the throat. She said use nice touches. She asked his peer if he was okay. She asked the child that did the choking to say sorry. He refused and Ann went back to setting the table.

-Ann saw a child standing on the table. She said, "You know we do not stand on tables!" The child got down and slammed the chair in. Ann ignored the child's behavior.

-Ann observed a child kick another peers math box. The child began to cry. Ann ignored both children.

-When Ann did hold the children accountable she would yell, "Hands in your lap," "Don't touch your food," "Don't run," "Find a center," "Stop it," and "Don't touch the lights."

-Ann was observed grabbing a child by the arms because they were turning off the lights. She did not leave a mark; however Ann did not follow her PBIS training.

I interviewed the director and several of the center staff. They reported:

-This classroom is "insane" and that the children are "out of control." One staff shared that the classroom was almost like a "combat zone" and she doesn't know what to do.

-Staff admitted to physically restraining children when they were a danger to themselves or others

-Staff shared, "We have no control. It's getting way worse. I don't feel like we know how to deal with them. It's the worse class we've ever had. The children do not listen."

-Staff stated that Ann "does not hold the children accountable," "ignores behaviors," and "when Ann works I feel alone."

-Staff shared that "Ann is not helpful. If Ann observes the children in a conflict she will turn her head the other way. Ann always congregates with the other teachers instead of spreading self evenly throughout the classroom."

-Ann does not talk to the children in an appropriate manner. She gets in their face and says "stop whining." "You don't know how to behave you shouldn't come back tomorrow."

-Staff shared the following incident: Several kids were at the table for snack time. A child took a napkin from a peer. The child was taunting the peer. Ann observed it...the child was crying for several minutes. Ann completely ignored it. The other staff had to get up and intervene.

-Staff shared the following incident: Another child elbowed a peer. The peer began to cry. Ann ignored the peer crying and the child who hurt the child

Ann had the following write ups in her file:

2/12/15 One child took another child's napkin and started name calling. The child whose napkin got took away started crying and gives it back repeatedly. Ann was sitting next to the child who was crying. She looked at them then turned her head shaking it. I walked over and handled the situation.

1/21/15 A child was making bad choices so the teacher attempted to calm him down. In a loud voice Ann said in front of the whole class that the child doesn't belong here because he doesn't behave.

1/20/15 Staff seen Ann up in a child's face and telling him not to come back to school tomorrow because he doesn't behave.

11/7/14 Ann violated confidentiality.

9/12 Ann released a child to a person that was not on the proper form to have the ability to pick up the child. You did not contact the parent by phone to verify it at that time.

2/12 30 day evaluation. She was developing in the following areas:

-The employee provides prompt, high-quality service to staff, vendors and internal/external customers.

-Initiates new ideas, exhibits creative thinking and grasps new concepts.

-Apply and develop technical and role specific skills and organization knowledge

**Special Notes and Action Required:**

Ann has taken PBIS training on three separate occasions; however she is not implementing these skills. The center must ensure that all employees follow the employee handbook.

This classroom is in dire need of assistance. The children and staff in this classroom are not safe at the current time. I would recommend bringing in some quality staff with experience and education to appropriately role model to staff how to run the classroom. The center should also continue working with the AEA to ensure children are receiving the services they need. The director must be actively involved in the classroom to observe that things are changing for the better.

The center must ensure the parking lot is repainted to create a safe pick/tp drop off location.

If the director or staff need additional assistance they are encouraged to contact this worker

**Consultant's Signature:**

**Date:**

02/23/2015

Neil Brown