

was scared and frustrated and therefore, over-reacted. J.J. admitted to telling the child that what she did was one of the dumbest things he has ever seen her do. J.J. admitted that he should not have said this to the child as it was derogatory.

Although it appears the injury/scratch to the child's nose was accidental, J.J.'s comment to the child was not appropriate and therefore created a licensing violation.

Special Notes and Action Required:

The director should have an all-staff meeting to go over what are appropriate and inappropriate forms of discipline to use with children in classrooms. Information regarding appropriate and inappropriate forms of discipline can be found in the center's handbooks as well as starting on page 140 of the licensing manual. After this meeting is held, the director should contact this consultant by email informing him that the meeting was held.

A copy of the child's incident/accident report related to this incident are in the child's file at Childserve Child Development Center.

It was noted that the center also did an internal investigation and took appropriate action towards the staff member in question in regards to this incident.

Consultant's Signature:

Date:

10/16/2013

A handwritten signature in cursive script that reads "Nate Knepper". The signature is written in dark ink and is positioned to the left of the date.