

they could go to the director if they saw or heard any of the above. This consultant discussed with all staff members interviewed what are appropriate and what are inappropriate forms of discipline to use with children while at the center. Newer staff members interviewed stated they were in the process of going over an orientation packet with the director.

If any staff members encounter a peer using inappropriate forms of discipline, they are encouraged to report this to the director. This consultant can also be contacted at 515-725-2654.

Special Notes and Action Required:

The director stated there has been a lot of turnover at the center as of late and she thought this was due to hourly pay. The director has recently hired several new staff members who are either brand new and/or who have prior child care experience.

It is recommended that staff files be organized per the staff tracking sheet in files

It was noted that the secure entrance at the front door was not working properly. A maintenance guy was present at the center repairing the door during the visit.

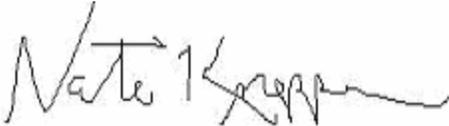
The center director and several staff stated there has been a biting issue at the center as of late with young children. The center has contacted CCR&R and continues to address this issue. From talking to staff, it appears this situation has improved.

At the next staff meeting, the director should review what are appropriate forms of discipline as well as what is not allowed in centers for discipline. This information can be found starting on page 140 of the licensing manual.

Consultant's Signature:

Date:

11/08/2013

A handwritten signature in black ink that reads "Nate Kappan". The signature is written in a cursive style with a large initial "N" and a long, sweeping underline.