

been working on a slideshow in the room right next to where the children take naps. Heidi reported she spoke with Kara and asked if there was anything out of the ordinary at nap time. Heidi reported she asked Kara about talking to the child. Heidi reported Kara reported the child was talking to a peer and told the child to rollover and she said no, then the child rolled over. Kara denied putting her hands on the child. Heidi reported she did not have any concerns about Kara. Heidi reported she spoke with the parent and told him things were not adding up and gave him other ideas of the possibility of where the mark on the child could've come from such as recess and also the kids played on the scooters. Heidi reported that on Monday the parent was upset and thought Heidi did not handle the approach to this right. Heidi reported that this would be a complete break from Kara's demeanor. Heidi reported she asked the parent if he was completely confident in his daughter and the parent did not answer her. Heidi reported that she told the parent she was going to contact Heidi Brown the day care consultant. Heidi reported the parent told her that she needed to let Kara go and then he would allow his child to come back to the daycare center. Heidi reported no other bruises have been brought to her attention on the child. Heidi reported that the classroom the child is in there are 19 children. Heidi reported Kara started at the center on 9/1/14. Heidi reported Dorothy started at the daycare center on August 2012. Heidi reported that she has Kara working in the kitchen and is not providing care for children.

We then met with Dorothy. Dorothy reported she has worked at Kids Inc. Daycare since 2012. Dorothy reported she is the lead teacher in the pre-K classroom. Dorothy reported what she knows about the concern that Kara utilized inappropriate discipline. Dorothy reported naptime is around 1:30 pm and the children rest for an hour to an hour and 15 minutes. Dorothy reported that she was in the room until 12 children were asleep and then she went next-door where there is a door open between where the children are sleeping and the other part of the room. Dorothy reported she was doing lesson planning in the adjoining room. Dorothy shared that she heard two children talking. Dorothy reported she did not hear Kara talking and Kara is a soft spoken person. Dorothy was asked if she knew how the child may have received the bruise on her arm. Dorothy reported that the children were playing on scooters in the big area last Thursday. Dorothy reported that the child did fall off of the scooter that day but did not cry and she got back up and went back on the scooters. Dorothy reported the mark on the child's could've come from falling off the scooter. We asked Dorothy if she had in concerns about Kara's care of the children. Dorothy reported that the kids love to sit on Kara's lap, Kara does not raise her voice and Kara reads, interacts acts with the kids and has a good relationship with the kids. Dorothy reported she did not see any mark on the child's arm and that the child had a long sleeve T-shirt and a sweatshirt on that day. We asked Dorothy about Kara's relationship with the child. Dorothy reported Kara has a good relationship with the child. Dorothy reported the child would say something to her if anything happened to her at nap time. Dorothy reported a peer would say something to his mom if anything happened at nap time. Dorothy reported that the child has days that she listens and days that she does not listen. Dorothy reported the child likes to be the center of attention and described her as a typical kid. Dorothy reported that the child talks about both of her parents.

We then spoke with Kara. Kara reported she's started working at the daycare center last September. Kara reported she has a Bachelor of Arts degree in theater arts. Kara reported she has been working in daycare centers since 2006. We asked Kara about last Thursday and about the child. Kara reported the child was in the classroom when she arrived for the day and the child left after she did, Kara left around 3:45 PM. Kara reported she talked to the child as the child was talking to another student during naptime. Kara reported the child does not like to lay down and take a nap. Kara reported she asked the child to flip her body around and the child said no. Kara reported she asked the child again and the child said no. Kara reported she looked at the child and the child "huffed" at her. Kara reported she told another child who was talking to stop talking. We asked Kara if she had any physical contact with the child during naptime. Kara denied she had any physical contact with the child during naptime. We asked Kara why the child would tell people that she, Kara, grabbed her arm. Kara said kids like to go to her if they are upset and she does not know why the child would say this. Kara reported that another child was awake during nap time. Kara reported that when there are enough children sleeping that Dorothy went into the adjoining classroom. The doors open between the adjoining classroom and where the children are sleeping. We asked Kara if she had any idea of how the child could've gotten injured. Kara reported that the child could've gotten injured falling off the scooter that they were on earlier that day. Kara reported that kids don't always say anything when they fall off as they are having so much fun. Kara reported that the child likes attention whether it is positive or negative and she would have told everyone if anything happened to her at naptime.

We also looked at the kindergarten classroom. The door that joins the classroom and where the children take naps and have lunch is at the end of the classroom. We also reviewed Kara's file and the child's file.

Special Notes and Action Required:

Based on the conversations with staff and children we were unable to determine that inappropriate discipline was utilized

Heidi was informed by the father that his daughter told him Kara grabbed her arm and left the marks at naptime. Heidi contacted this worker via email and phone on Friday and Monday. However; this worker was out of the office. Heidi did not make a child abuse report until after speaking to this worker on Tuesday. Section 232.69 of the Iowa Code requires that every employee of a licensed day care or preschool facility, who in the course of employment reasonably believes a child has suffered sexual abuse, physical abuse, or denial of critical care, shall immediately notify the Department of Human Services. Heidi must take Mandatory Reporter over again and submit proof to the Department within 10 days.

Consultant's Signature:

Neil Brown

Date:

02/23/2015