

Shakila W. was interviewed. She has been A to Z for eleven years. Shakila states she is aware of the reason for being interviewed. She was told it was because a child said she had scratched him. Shakila states she knows the child because of doing child care for school-aged children before they leave for school.

Shakila states the children eat breakfast in the Teddy Bear room and then come downstairs to the school-aged room. Shakila states she is always downstairs before school. She states the ratio is one to fifteen. She could not remember how many children were present on 01/23/15, but she was in ratio and she was the only staff member.

Shakila states on 01/23/15 the children were on the carpet playing and it was getting time to get ready to go to school. She states the child in question and another male child were sitting in front of her and the child victim slapped the other child across the face out of nowhere. The other child is about the same age. The other child started hitting the child back. Shakila states she told the children to stop and they continued so she tried to break up the fight. Shakila states she was calling for Jenny Smith but she could not hear her because she was upstairs. Shakila states she then told the child victim to go upstairs but he continued to try and charge the other child. Shakila again told him to go upstairs and talk to Jenny if he was not going to follow the rules. Shakila states the other child stopped right away when asked to.

Shakila states she walked the child over to the stairs by holding his upper arm. She could not remember for sure, but thought she had his right arm. She said he was on his feet. When they arrived at the steps the child resisted by holding the railings and making himself dead weight. Shakila states the child was resisting going upstairs and she continued to tell him to go to talk to Jenny if he was not going to follow the rules. She states the child then walked upstairs on his own. She states she did not lift him up on the first step.

Shakila states after about five minutes the child came back downstairs. She asked him what he was doing and Shakila states he was getting his coat. She reports he grabbed his coat and went back upstairs. Shakila states she did not see the child after school because she is off work between 1:30-1:45 pm.

Shakila states the only time she touched the child was to separate the two boys and when she held his upper arm to walk him over to the stairs. Shakila states she has talked with the child several times in the past about hitting his friends. Ms. Moline asked Shakila if she completed an incident report and she said she did one after she took the children to school. Ms. Moline asked if there were incident reports from previous incidents and Shakila said no. I asked Shakila why she completed a report this time and not previous times. Shakila responded that she is usually able to talk to him and he stops. I informed her that incident reports should be completed for all incidents of behavioral concerns, such as hitting. Shakila then said the child had only had verbal altercations with other children, such as name calling. Shakila denied there had been previous incidents of hitting. Both Ms. Moline and I heard Shakila report that there had been previous incidents of hitting.

Shakila states that the A to Z policy regarding fighting was that a staff member should break up the fight and notify the parents. Shakila states they try to verbally talk with the children, but if the children continue to fight that have to stop the fight and separate the children.

Shakila states she did not physically pick the child up. She showed her fingernails. She has long acrylic nails. Shakila states she does not recall scratching the child at any time. She said the child did not make a comment to her about being hurt. Shakila states that is why she was surprised when she was informed about this complaint. She reports normally a child would say something right away or tell Jenny. Shakila states a co-worker called her on Friday afternoon and told her about the allegations and she called Jenny right away to let her know what was going on.

Shakila states she does not think she scratched the child. She states she was just trying to do her job. Shakila states she has six children of her own and she would never do anything to intentionally hurt a child. Shakila states the situation saddens her because she did not do anything intentional and she was only trying to separate the fighting children.

Jenny Smith, the on-site supervisor, was interviewed. Jenny states on Friday morning before the school-aged children went to school, she was walking through the Doodle Bug room and the child in question came upstairs. Jenny states she made a comment about him getting a haircut and that it looked good. She commented that he looked taller. Jenny states she had no idea the child was upset. She states he did not present as upset at all. Jenny states she did not think anything of the child coming upstairs because their school bags are upstairs. She states the child grabbed his bag, went back downstairs to get his coat and then came back upstairs to get in line for school.

Jenny states she did not learn anything about this until Friday evening after she had left for the day. Jenny states she received a call from a co-worker, Jessica, saying the mother was upset. Jenny states she called the mother and said she would talk to the other

child involved in the fight and figure out what happened. Jenny said the mother told her that the school nurse called her and she left work. Jenny states the mother was cutting out on the phone so she does not know if she came to the center to pick the child up or if the child came to the center with her. The mother said he was scratched, but Jenny states she does not even know where the scratch is on the child. Jenny states the mother text her later that night to say the boys were play fighting. Jenny states that Shakila did not say anything to her during the day on Friday and she did not complete an incident report until Monday. (This is different then what Shakila reported to us.) Jenny states she asked Shakila to complete the report.

Jenny states typically if there is an altercation between children they separate the children, talk with the children, call the parents and complete an incident report. Jenny states parents were not called on Friday because she did not know anything about the incident. Jenny states it is her expectation that staff members inform her of incidents right away. Jenny states it is also the expectation that staff members complete incident reports for everything. She states they talk about the importance of documentation all of the time at meetings and they will be having another meeting to discuss this matter.

Jenny states the school-aged children can be difficult to care for and there is one staff member that all the children really like and always want to care for them. Jenny states the two children involved are "frenemies". The child in question has only been at the center for three to four months.

Jenny states she spoke with the other child involved and he said they were "play fighting". He told her they were smacking and hitting each other. Jenny reminded him that is not how they play in child care. The child said the teacher asked them to stop. He said at first they did not stop, but then he did, but the other child did not. Jenny states the child in question can get defensive. She states there have been previous times that he has stayed upstairs with her, rather than going to the school-aged room. Jenny states she can usually "just tell" when the child walks in what his mood is.

Jenny states she personally does not feel that Shakila drug the child across the floor or picked him up to put him on the bottom step. Jenny states she has worked with Shakila for eleven years. Jenny states she is also able to read this child and she thinks she would have known right away when the child came upstairs if something happened. She states she child came upstairs calm and she "did not have a clue". Jenny states this child would not have been able to stay calm if something like that happened.

Jenny states she is very involved and in the rooms all of the time. Jenny states she knows when it is okay to send the child back downstairs. She states she has never known the child to complain about Shakila before this.

Jenny states they will be having a staff meeting to discuss the importance of documentation. Jenny states she always reminds them of this and she sends daily notes around the center all of the time reminding them of rules and things they need to work on. Jenny states the staff members have never received training on how to restrain children or separate children and this is something she will look into.

Special Notes and Action Required:

109.12(2)a-d. Discipline does not allow for corporal punishment; punishment that causes humiliation, fear, pain or discomfort NOT VIOLATED. While the child did receive a mark, there is no evidence to indicate it was caused by the staff member at the center. The staff member denies lifting the child up or doing anything that would have caused an injury.

109.10(10). Policies and procedures for incidents involving minor injuries, minor changes in health status, or behavioral concerns are reported to parent on day of incident. VIOLATED. Incident reports should be completed by staff members after every incident where a child receives an injury or there is a behavioral concern. The staff member involved in this incident did not complete an incident report until the following week after being told to do so by the on-site supervisor. The staff member also mentioned previous behavior issues with this child, but again, she did not complete any incident reports.

At this time, the status of the center's license is unchanged. If you would like to respond to this report, please do so in writing and I will include the information in the licensing file.

Consultant's Signature:



Date:

02/23/2015