



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

SHELLY EDGERTON
DIRECTOR

September 14, 2018

Toni Schiedel
50711 Burlington
Marcellus, MI 49067

RE: Lic./Reg. #: DC750261548
Investigation #: **2018D0267012**
Country Kids Preschool Daycare Inc.

Dear Toni Schiedel:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (616) 356-0183.

Per MCL 722.113g, this report and any related corrective action plans must be filed in your licensing notebook.

Sincerely,



Julia Majka, Licensing Consultant
Bureau of Community and Health Systems
322 E. Stockbridge Ave
Kalamazoo, MI 49001
(269) 615-6039

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC750261548
Investigation #:	2018D0267012
Complaint Receipt Date:	07/31/2018
Investigation Initiation Date:	07/31/2018
Report Due Date:	09/29/2018
Licensee Name:	Toni Schiedel
Licensee Address:	50711 Burlington Marcellus, MI 49067
Licensee Telephone #:	Unknown
Administrator:	N/A
Licensee Designee:	N/A
Name of Facility:	Country Kids Preschool Daycare Inc.
Facility Address:	54609 Wilbur Road Three Rivers, MI 49093
Facility Telephone #:	(269) 278-6300
Original Issuance Date:	06/08/2004
License/Registration Status:	REGULAR
Effective Date:	09/27/2017
Expiration Date:	09/26/2019
Capacity:	72
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
The program director, Toni Schiedel, is rarely present in the center and should be there at least 6 hours a day.	No
There are no qualified lead caregivers in the pink and yellow rooms.	Yes
Children in the pink and yellow rooms have more than four primary caregivers in a week.	No

III. METHODOLOGY

07/31/2018	Special Investigation Intake 2018D0267012
07/31/2018	Special Investigation Initiated - On Site Arrived at 1:30pm; Left at 2:35pm Interviewed Caregivers, Abby Carpenter, Jackie Lutz, Sam Combs, and office manager Abbie Davis
09/07/2018	Contact - Telephone call made Telephone contact made with Program Director, Toni Schiedel
09/12/2018	Contact - Telephone call made Telephone contact made with Lead Caregiver, Michelle Flowers
09/12/2018	Contact - Telephone call made Telephone contact made with Child A and B's mother, Child C's mother, Child D's mother, and Child E's father
09/14/2018	Exit Conference with Program Director, Toni Schiedel

ALLEGATION: The program director, Toni Schiedel, is rarely present in the center and should be there at least 6 hours a day.

INVESTIGATION: On July 31, 2018 I completed an unannounced onsite inspection at the center. I interviewed the Office Manager, Abbie Davis, and Caregivers, Abby Carpenter, Jackie Lutz, and Sam Combs. Ms. Davis reported that Program Director, Toni Schiedel was not present today because she is on vacation this week. She stated that Ms. Schiedel's normal hours are 8:00am to 3:00pm, but that she often

ends up staying until close at 6:00pm. Ms. Carpenter stated that she is not sure of Ms. Schiedel's hours, but she is always there at least 6 hours except when she takes time off. Ms. Lutz reported that Ms. Schiedel comes in to work between 8:00-8:30am and leaves late afternoon or stays until close at 6:00pm. Ms. Combs reported that Ms. Schiedel comes in around 8:00am and leaves around 4:00pm.

On September 7, 2018 I made telephone contact with Ms. Schiedel. She reported that she has taken some time off this summer to be with a sick family member and to take vacation, but when she is not on personal time she is working well over 6 hours per day.

On September 12, 2018 I made telephone contact with Child A and B's mother, Child C's mother, Child D's mother, and Child E's father. Child A and B's mother reported that she is not aware of Ms. Schiedel's hours, but she generally sees her at pick-up and she is not concerned. Child C's mother said that she does not see Ms. Schiedel in the morning because she drops off early, but she is always there when school gets out, and she believes she is a very dedicated director. Child D's mother reported that Ms. Schiedel is always at the center and she is always the one to reach out when something is wrong with her child. Child E's father stated that Ms. Schiedel is a great director who is always at the center.

APPLICABLE RULE	
R 400.8113	Program director qualifications; responsibilities.
	(3) A program director shall be present in the center in the following manner: (b) At least 50% of the time children are in care but not less than a total of 6 hours per day for programs operating 6 or more continuous hours.
ANALYSIS:	The program director, Toni Schiedel, is working at least 6 hours per day.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: There are no qualified lead caregivers in the pink and yellow rooms.

INVESTIGATION: During my onsite inspection Ms. Davis reported that Michelle Flowers and Autumn Russell are the lead caregivers in the pink and yellow rooms. I reviewed their qualifications and they are qualified as lead caregivers for infant and toddler care. Ms. Davis stated that both, Ms. Flowers and Ms. Russell, are placed in the yellow room at this time because a parent in the pink room wanted her child to

only be cared for by one caregiver a day. The only staff member who could work 4 days a week, 10 hours a day was Ms. Carpenter; therefore, she is in the pink room now instead of Ms. Flowers. The pink room only has a capacity of 4 children so there is only 1 caregiver present at a time. I reviewed Ms. Carpenter's qualifications while onsite and she is not qualified to be a lead caregiver.

Ms. Schiedel reported that since my onsite inspection Ms. Flowers has been moved back into the pink room as the lead caregiver and Ms. Russell is no longer with the center. She stated that Caregiver, Ashlee Bachinski, is the substitute lead caregiver in the yellow room, and she is currently enrolled in infant and toddler development classes. She stated that she was trying to make a parent happy when she moved Ms. Flowers into the yellow room, and she thought it might work because the two rooms only have a half door between them. She agreed to now maintain a lead caregiver for each room.

APPLICABLE RULE	
R 400.8122	Lead caregiver qualifications; responsibilities.
	(3) At least 1 lead caregiver shall be assigned to each group of children in self-contained or well-defined space and shall be present and providing care in the assigned group in the following manner: (a) Full time for programs operating less than 6 continuous hours.
ANALYSIS:	The pink room did not have a qualified lead caregiver assigned to the group during the time of my inspection. The yellow room does not currently have a qualified lead caregiver.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION: Children in the pink and yellow rooms have more than four primary caregivers in a week.

INVESTIGATION: Ms. Carpenter reported that she is the only caregiver present in the pink room for 10 hours a day; therefore, the four children in that room only have her as a caregiver except one day a week. Ms. Lutz reported there are only four caregivers who work in the yellow room unless there is an illness, or someone is off on vacation. She does not believe children are having more than four primary caregivers in a week. Ms. Combs stated that she is just subbing in the yellow room today, but she does not believe that children are having more than four primary caregivers in a week. Ms. Davis stated that children in the pink and yellow rooms generally have two-three primary caregivers in a week. Ms. Schiedel stated that she has the same workers in each room every day, unless there is an illness. She stated

she does combine the two rooms the last hour of the day due to low numbers, but children are not having more than four primary caregivers in a week.

Child A and B's mother stated that Child A is in the yellow room and she generally has one primary caregiver for the morning and one primary caregiver for the afternoon. She has no concerns that her child is having too many primary caregivers in a week. Child C's mother said that the app the center uses, Brightwheel, shows who the primary caregivers are, and her child usually has three-four within one week. Child D's mother stated that she sees the same four caregivers in the yellow room all week. There are two that open and two that close and there is no one else, unless there is an illness. Child E's father stated that his wife drops off and he picks his child up in the evening. He said it is always the same caregiver in the evening and he has never had any concerns about primary caregivers.

APPLICABLE RULE	
R 400.8185	Primary care.
	(3) Each infant and toddler shall not have more than 4 primary caregivers in a week. For centers operating less than 24 hours a day, an exception may occur during the first hour after the center opens and the hour before closing.
ANALYSIS:	Infants and toddlers in the pink and yellow rooms are not having more than four primary caregivers within a week.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan; I recommend no change in the license status.

Julia Majka

9/14/2018

Julia Majka
Licensing Consultant

Date

Approved By:

Yolanda Sims

9/14/2018

Yolanda Sims
Area Manager

Date