



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

July 30, 2019

Josephine Peltz
Rogers City Montessori
719 N Bradley Hwy
Rogers City, MI 49779

RE: License #: DC710258820
Investigation #: 2019D0689011
Rogers City Montessori

Dear Ms. Peltz:

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:

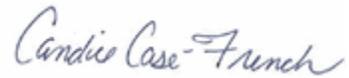
- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance 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 (989) 732-8062.

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

Sincerely,

A handwritten signature in blue ink that reads "Candice Case-French". The signature is written in a cursive, flowing style.

Candice Case-French, Licensing Consultant
Bureau of Community and Health Systems
931 S Otsego Ave., Suite 3
Gaylord, MI 49735
(989) 370-8192

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC710258820
Investigation #:	2019D0689011
Complaint Receipt Date:	06/17/2019
Investigation Initiation Date:	06/18/2019
Report Due Date:	08/16/2019
Licensee Name:	Rogers City Montessori
Licensee Address:	719 N Bradley Hwy Rogers City, MI 49779
Licensee Telephone #:	Unknown
Administrator:	Josephine Peltz, Designee
Licensee Designee:	Josephine Peltz, Designee
Name of Facility:	Rogers City Montessori
Facility Address:	719 N Bradley Hwy Rogers City, MI 49779
Facility Telephone #:	(989) 734-2542
Original Issuance Date:	08/26/2003
License Status:	REGULAR
Effective Date:	03/15/2018
Expiration Date:	03/14/2020
Capacity:	40
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Lead caregiver Kayla Fleury does not have the qualifications required to be a lead caregiver.	Yes
Additional Findings	Yes

III. METHODOLOGY

06/17/2019	Special Investigation Intake 2019D0689011
06/18/2019	Special Investigation Initiated - On Site Interviews with Josephine Peltz and Kayla Fleury 9:41 am to 10:54 am
06/26/2019	Contact - Telephone call made Left message for complainant.
06/26/2019	Contact - Telephone call received Telephone call received from complainant. Unable to communicate; bad reception.
07/08/2019	Contact - Telephone call made Interview with complainant.
07/08/2019	Contact - Telephone call made Left message for Child A's Mother.
07/08/2019	Contact - Telephone call made Interview with Child B's Mother.
07/08/2019	Contact - Telephone call made Spoke with Child C's Mother. She was unable to talk at the time. She will call back when she's able to talk.
07/08/2019	Contact - Telephone call made Left a message for Child D and E's Mother.
07/08/2019	Contact - Telephone call made Interview with Child F and G's Mother
07/08/2019	Contact - Telephone call made Interview with Child F and G's Father

07/11/2019	Inspection Completed On-site Interview with caregiver Beth Dembny 3:03 pm to 3:43 pm
07/12/2019	Contact - Telephone call made Interview with Child A's Mother
07/12/2019	Contact - Telephone call made Attempted to contact Child C's Mother. Unable to leave message.
07/12/2019	Contact - Telephone call made Attempted to contact Child D and E's Mother. Left a message.
07/12/2019	Contact - Document Sent Emailed licensee designee Josephine Peltz to set up a time for the exit conference.
07/13/2019	Contact - Telephone call received Interview with Child D and E's mother.
07/15/2019	Exit Conference Via phone with Josephine Peltz

ALLEGATION: Lead caregiver Kayla Fleury does not have the qualifications required to be a lead caregiver.

INVESTIGATION: On 06/18/2019 I completed an on-site inspection. Caregivers Kayla Fleury and Beth Dembny were present with 12 children. Licensee designee and program director Josephine Peltz arrived approximately 40 minutes after my arrival. The children were engaged in a variety of developmentally appropriate activities in small groups. I did not observe any discipline problems.

I interviewed caregiver Kayla Fleury. She was the lead caregiver during the summer. She is working on earning her child development associate credential. Ms. Peltz is also the lead caregiver during the school year. During the summer, Ms. Peltz fills in for Ms. Fleury as the lead caregiver when Ms. Fleury needs a day off. Most days the two staff members on site are Ms. Fleury and Ms. Dembny. The staff do not have a written schedule, nor do they write down the hours that they work during a week. During the summer, Ms. Fleury, Ms. Dembny, and Ms. Peltz communicate with each other to make sure the center is staffed.

I reviewed the staff files. Ms. Fleury has 7.0 continuing education units (CEUs) from SmartHorizons. The CEUs are accredited through the International Association for Continuing Education and Training (IACET). Ms. Peltz has her Montessori credential through the American Montessori Society.

I interviewed licensee designee and program director. Josephine Peltz. Lead caregiver Baylee Lijewski recently left the center. Ms. Fleury is in the role of lead caregiver for the summer. I reminded Ms. Peltz that she needs to be on site as the program director at least six hours a day.

On 07/08/2019 I interviewed the complainant. Ms. Fleury is the lead caregiver in the summer and Ms. Fleury does not have the credentials to be a lead caregiver. Ms. Peltz is normally not present at the center during the summer. The center uses the thinking chair as discipline. The thinking chair is used like a time out. No other forms of discipline are used. She's concerned that the only option is the thinking chair.

On 07/08/2019 I interviewed Child B's (5-year-old, female) mother. The three caregivers in the summer are Ms. Fleury, Ms. Peltz, and Ms. Dembny. Ms. Peltz is normally at the center in the mornings. Child B attends the center Monday through Thursday for the entire day. Child B's mother has no concerns regarding the staff or the care Child B receives at the center

On 07/08/2019 I called Child C's (4-year-old, male) mother. Child C's mother was unable to talk at the time and she stated that she would call me back when she was able to talk. I did not receive a return phone call. On 07/12/2019 I attempted to call Child C's mother again. I was unable to leave a message.

On 07/08/2019 I interviewed Child F (5-year-old, male) and G's (6-year-old, female) mother. Child F and G are normally dropped off and picked up from the center by Child F and G's father. She is not sure who is at the center in the summer. She has no concerns regarding the staff or the care Child F and Child G receive at the center.

On 07/08/2019 I interviewed Child F and G's father. Child F and G attend the center Monday through Thursday for the entire day. During the summer Ms. Dembny and Ms. Fleury are normally present. Ms. Peltz isn't normally present in the summer. Child F and G's father has no concerns regarding the staff or the care Child F and Child G receive at the center.

On 07/11/2019 I completed an on-site inspection. Ms. Dembny was present with four children. I observed the children during free play. When conflicts arose, Ms. Dembny reminded children to use their words and redirected children.

I interviewed caregiver Beth Dembny. In the summer Ms. Dembny and Ms. Fleury are normally present at the center. Ms. Peltz often stops in during the day for an hour or two. She did work all day on 07/11/2019, but she left right before I arrived. There is no staff schedule. Ms. Dembny and Ms. Fleury work every day and Ms. Peltz fills in as necessary.

The thinking stool is used for children who need to self-regulate their behavior. Children can come and go from the thinking stool as they please. Other forms of

conflict resolution that are used include talking with the children, having clear expectations, and redirecting the children.

On 07/12/2019 I interviewed Child A's (3-year-old, male) mother. During the summer Ms. Dembny and Ms. Fleury are normally present. Ms. Peltz is normally present one day a week. Child A attends Monday through Thursday for the entire day. Child A's mother has no concerns regarding the staff or care Child A receives at the center.

On 07/13/2019 I interviewed Child D (4-year-old, male) and Child E's (6-year-old, male) mother. Ms. Dembny and Ms. Fleury are normally present in the summer. Ms. Peltz isn't normally at the center in the summer. Child D and E's mother has no concerns regarding the staff or care Child D and Child E receive at the center.

On 07/15/2019 I interviewed Ms. Peltz. She is aware that she must be onsite for six hours a day as the program director. During the summer, she is not always at the center. We discussed the possibility of Ms. Peltz hiring a second program director who could be on site in the summers.

The thinking stool is one method of discipline the center uses. Children can come and go from the thinking stool. It is used to help children self-regulate their behavior. In addition to the thinking stool, the center uses redirection and conflict resolution skills.

APPLICABLE RULE	
R 400.8122	Lead caregiver qualifications; responsibilities.
	<p>(6) Lead caregivers shall meet 1 of the following qualifications:</p> <p>(a) Bachelor's degree or higher in early childhood education, child development, or a child-related field.</p> <p>(b) Associate's degree or higher in early childhood education or child development.</p> <p>(c) Montessori credential with 480 hours of experience.</p> <p>(d) Valid child development associate credential with 480 hours of experience.</p> <p>(e) High school diploma/GED with 12 semester hours in early childhood education, child development, or a child-related field and 960 hours of experience.</p> <p>(f) High school diploma/GED with a combination of 12 semester hours and/or 18 CEUs to equal 180 clock hours in early childhood education, child development, or a child-related field and 1,920 hours of experience.</p> <p>(g) High school diploma/GED with a combination of 6 semester hours and/or 9 CEUs to equal 90 clock hours in early childhood education, child development, or a child-related field and 3,840 hours of experience.</p>

ANALYSIS:	Licensee designee Josephine Peltz failed to ensure that the lead caregiver for the summer program meets one of the qualifications listed above. Lead caregiver Kayla Fleury is currently working on her child development associate credential, but currently does not meet one of the requirements listed above.
CONCLUSION:	VIOLATION ESTABLISHED

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:	Licensee designee Josephine Peltz failed to ensure that a program director was present in the center at least 6 hours per day. The program operates more than 6 continuous hours. Ms. Peltz has not been at the center at least 6 hours per day during the summer.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(1) Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation shall be used.
ANALYSIS:	There is no evidence that licensee designee Josephine Peltz failed to ensure that positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation are used as reported during a telephone interview. The center uses a variety of positive methods including conflict resolution skills, redirection, and self-regulated removal from a situation.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

Upon receipt of an acceptable corrective action plan, I recommend increased monitoring until the start of the 2019-2020 school year.

Candice Case-French

July 30, 2019

Candice Case-French
Licensing Consultant

Date

Approved By:

Rose A. Rafferty

July 30, 2019

Rose A. Rafferty
Area Manager

Date