



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

January 27, 2020

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

RE: License #: DC710258820
Investigation #: 2020D0689002
Rogers City Montessori

Dear Ms. Peltz:

I conducted a special investigation because the child care licensing division received a complaint against your facility that related to licensing rules or law. The allegations were related to the following:

R 400.8140(2)(e) Discipline.
R 400.8140(4) Discipline.
R 400.833(9) Food services and nutrition generally.

The details of the allegations are in the attached report. To investigate the allegations:

- I interviewed program director, caregivers, parents, law enforcement, and a child.
- I completed onsite inspections on 12/16/2019 and 1/17/2020.

As a result of this investigation, I found the following violation(s):

R 400.81259(5) Staff; volunteer; requirements.
R 400.8137(2) Diapering; toileting.
R 400.8137(4) Diapering; toileting.
R 400.8137(7) Diapering; toileting.
R 400.8140(2)(e) Discipline.
R 400.8140(4) Discipline.
R 400.833(9) Food services and nutrition generally.

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 2/3/2020. You can use our [corrective action plan](#) form or create your own.

If you need help writing the corrective action plan, please contact me. If you do not send a corrective action plan, you may face disciplinary action. The corrective action plan must include the following:

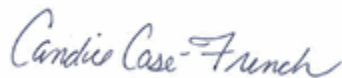
- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance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

During this special investigation:	Yes	No
A rule or law violation was found and a serious injury or death occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A rule or law violation was found and abuse and/or neglect of a child occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

This report and any related corrective action plans must be filed in your licensing notebook. This report and any related corrective action plans will be online for parents to review under the [Statewide Search for Licensed Child Care Centers and Homes](#).

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.

Sincerely,



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 #:	2020D0689002
Complaint Receipt Date:	12/11/2019
Investigation Initiation Date:	12/13/2019
Report Due Date:	02/09/2020
Licensee Name:	Rogers City Montessori
Licensee Address:	719 N Bradley Hwy Rogers City, MI 49779
Licensee Telephone #:	(989) 734-2542
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?
Child A (4-year old, male) was not allowed to have his afternoon snack because he was being disruptive.	Yes
Additional Findings	Yes

III. METHODOLOGY

12/11/2019	Special Investigation Intake 2020D0689002
12/12/2019	Incident Report Received
12/13/2019	Special Investigation Initiated - Telephone Interview with Child A and Child B's Mother and Father.
12/16/2019	Contact - Telephone call made Interview with Officer Bruce Collins, Rogers City Police Department.
12/16/2019	Inspection Completed On-site Interviews with licensee designee and program director Josephine Peltz, Center Volunteer Travis Peltz, and Caregiver Kayla Fleury 1:21 pm to 2:56 pm.
12/16/2019	Contact - Face to Face Interviews with Child A and Child B 3:04 pm to 3:38 pm.
01/06/2020	Contact - Telephone call made Briefly spoke with caregiver Beth Dembny. She will call back.
01/06/2020	Contact - Telephone call made Left message for caregiver Jacqueline Hein. Requested return call.
01/06/2020	Contact - Telephone call made Left message for Child C and D's father. Requested a return call.
01/06/2020	Contact - Telephone call made Briefly spoke with Child E and F's father. He will call back.
01/06/2020	Contact - Telephone call received Interview with Child C and D's father.

01/06/2020	Contact - Telephone call made Interview with Officer Bradley Haske.
01/06/2020	Contact - Telephone call received Interview with Child E and F's father.
01/06/2020	Contact - Telephone call received Interview with caregiver Beth Dembny.
01/09/2020	Contact - Telephone call made Interview with caregiver Jacqueline Hein.
01/09/2020	Contact - Telephone call made Attempted to contact Child G's mother. Left message requesting a return call.
01/09/2020	Contact - Telephone call made Attempted to contact Child H and I's mother. Left a message requesting a return call.
01/09/2020	Contact - Telephone call made Attempted to contact Child J and K's mother. Left a message requesting a return call.
01/09/2020	Contact – Telephone call received Interview with Child J and K's mother.
01/15/2020	Contact - Telephone call made Attempted to contact Child G's mother. Left message requesting a return call.
01/15/2020	Contact - Telephone call made Attempted to contact Child H and I's mother. Left a message requesting a return call.
01/16/2020	Contact - Telephone call received Interview with Child G's mother.
01/17/2020	Contact – Telephone call received Interview with Child H and I's mother.
01/17/2020	Inspection Completed On-site Interview with Josephine Peltz 2:20 pm to 2:57pm.
01/17/2020	Exit Conference On-site with Josephine Peltz

ALLEGATION: Child A (4-year-old, male) was not allowed to have his afternoon snack because he was being disruptive.

INVESTIGATION: On 12/13/2019 I interviewed Child A and B's (2-year-old, male) mother. Child A was not given his afternoon snack on 12/10/2019 because Child A had misbehaved. Child B's father picked up Child A on 12/10/2019 and he has more information.

Child A and B's mother has additional concerns about care and supervision at the center. Child A and B's mother volunteered at the center twice in 2019. She did not fill out any paperwork before volunteering. She was supervised by a caregiver while she was volunteering. She is unsure if other parents have volunteered and/or filled out paperwork prior to volunteering.

Both Child A and Child B were in pull ups when they started at the center. Child B is still in pull ups. The children in pull ups are laid on the bathroom floor to be changed without a diapering mat between the child and the floor. In addition, Child A has been reading since he was two years old. Child A wasn't allowed to go to the reading table. Licensee designee and program director Josephine Peltz told Child A and B's mother that Child A needed to pass other Montessori levels in order to go to the reading table. Ms. Peltz did not specify what additional skills Child A needed to pass in order to go to the reading table.

There is no communication between the center and the parents. Child A and B's mother is unsure of what and how much Child A and B eat at lunch time. Ms. Peltz has repeatedly said that Child A has autism. Child A has sleep apnea and large adenoids. She is concerned that the center is ill-equipped to handle Child A's needs.

On 12/13/2019 I interviewed Child A and B's father. On 12/10/2019 Child A and B's father arrived to pick up Child A and B. All the children in care were in the coat room getting ready to go outside. Child A was visibly upset and Child A asked Ms. Peltz if he could have his snack. Ms. Peltz told Child A that he could not have the snack because he was not listening. Child A and B's father helped Child A and Child B pack up. Child A and B's father put Child A and Child B in his vehicle and he turned on a DVD movie for Child A and Child B. Child A and B's father went back inside. Ms. Peltz told him that Child A and two other children were being disruptive at story time. Child A and B's father asked Ms. Peltz if her actions were in line with the Montessori philosophy. Ms. Peltz said she was unsure and said that the Montessori philosophy was a thick book. Ms. Peltz said that Child A was on the thinking stool for about two minutes before he arrived. The thinking stool is used to discipline children. Children have to go sit on the thinking stool until they are told to get up. Child A and B's father asked Ms. Peltz lots of questions. Ms. Peltz was defensive and would not admit that denying Child A a snack was wrong.

Child A and B's father reported dropping off Child A and B with Child A and B's mother on 12/11/2019. Ms. Peltz is normally at the front of the school during drop off and greets the children and parents. She was not at the front of the school and Child A and B's father felt as if Ms. Peltz was avoiding him. That afternoon Child A and B's father returned to pick up Child A and Child B. Child A and B's mother went to talk to Ms. Peltz and she told Ms. Peltz that she was going to report the snack incident to the department. Ms. Peltz told Child A and B's mother that this could have been handled differently if Child A and B's father didn't come unglued.

Child A and B were in the car. Child A and B's father went back into the center to talk to Ms. Peltz. Ms. Peltz told Child A and B's father that this was not the appropriate time or place to talk. He went into the office with Ms. Peltz. He wanted to record the conversation because he was afraid Ms. Peltz would say that he came unglued. He went to turn around and get his wife when he saw three officers over his shoulder. The officers told Child A and B's father to leave the property and that he was trespassing. Child A and B's father said he had a contract with the school. The officers told him to take it up with the department. Child A and B's father stated that he was direct, he did not use profanity, and he did not come unglued. He held back during the confrontations with Ms. Peltz, but he wanted her to know that how the snack situation was handled is not something he stands for as a parent.

On 12/16/2019 I interviewed Officer Bruce Collins with the Rogers City Police Department. On 12/11/2019 Officer Collins and two other officers were called out to Rogers City Montessori. Upon arrival, Child A and B's father was upset about Child A not receiving a snack. Child A and B's father got into Ms. Peltz's face and Ms. Peltz felt threatened. No children were present in the area where the confrontation took place. Child A and B's father was escorted off the center's property and was served a no trespassing order. Child A and B's father is not allowed back on Rogers City Montessori's property.

On 12/16/2019 I completed an on-site investigation. Licensee designee and program director Josephine Peltz, volunteer Travis Peltz, and caregiver Kayla Fleury were present with seven children. The bathrooms did not have diaper changing pads, a sealed diaper container, or diaper changing procedures posted.

I interviewed Josephine Peltz. On 12/10/2019 Child A and two other children were being disrespectful. Ms. Peltz asked the children to come sit next to her. Child A did not calm down. The other children headed to the coat room. It was about 2:40 pm. Child A was sitting on the bench by the coat room by himself when Child A and B's father arrived. Child A and B's father asked Child A why he was sitting on the bench and Child A told him that he was not listening. Child A and B's father told Child A that he would have not TV time at home. Child A doesn't handle transitions well and he became upset at this time. Child A and B's father was frustrated with Child A. Child A asked Ms. Peltz if he could have a snack and Ms. Peltz said not right now. Ms. Peltz went outside with the other caregivers and children. Outside Child A and B's father threw the attendance clipboard. Child E (7-year-old, female) and F's (6-

year-old, male) father witnessed the attendance clipboard being thrown. Child A and B's father said to Ms. Peltz that he wanted to speak with her. His voice was harsh; he was yelling, pointing his finger, and was intimidating. Child A and B's father finally left.

On 12/11/2019 Child A and B's father and mother dropped off Child A and Child B. Ms. Peltz said good morning to Child A and Child B and then walked away. She did not want to have a confrontation with Child A and Child B's father in front of the children in care. At pick up time, Child A and B's mother approached Ms. Peltz. Child A and B's mother said she wanted to apologize for Child A's behavior. Ms. Peltz told Child A and B's mother that things could have been handled much differently if Child A and B's father didn't come unglued. Child A and B's mother went to the car. Child A and B's father returned to the building where Ms. Peltz was outside with the children. Ms. Peltz is unsure of what Child A and B's father said at this time. Ms. Peltz told Child A and B's father that this was not the time or the place for this conversation. Child A and B's father would not stop talking. Ms. Peltz asked Child A and B's father to go inside with her away from the children in care. Ms. Peltz had volunteer Travis Peltz join her and Child A and B's father in the office; Ms. Peltz did not want to be alone with Child A and B's father.

Child A and B's father was not very calm. He kept telling Ms. Peltz that Ms. Peltz had broke the law. Ms. Peltz tried to address how Child A and B's father had thrown the attendance clipboard the previous day. Child A and B's father denied that he threw the clipboard. Ms. Peltz asked Child E and F's father to come into the office. Ms. Peltz asked Child E and F's father to explain what he saw the previous day. Child A and B's father and Child E and F's father argued over what happened with the attendance clipboard. Child E and F's father said to Child A and B's father that Child A and B's father was not kind and was in a rage the previous day. Child A and B's father wanted to record the conversation. Ms. Peltz told Child A and B's father that he could not record the conversation.

Child A and B's mother came into the office. Child E and F's father left. Ms. Peltz told caregiver Jacqueline Hein to call the police. Three officers came to the center. Child A and B's father was ranting to the officers. Ms. Peltz is unsure of what Child A and B's father said to the officers. The officers asked Ms. Peltz if she wanted Child A and B's father escorted off the property. Ms. Peltz said yes. The officers escorted Child A and B's father off the center's property and he was served with a no trespassing order.

The thinking stool is used when children misbehave. The center does have children in pull ups and the center encourages children to be as independent as possible. Child A does show signs of autism and she has tried to talk to Child A's parents several times about the concerns she has. The reading table is a small group activity for children who are developmentally at the same reading level. Child A is not part of that group; however, he is always allowed to read books independently at that time. Child A and B's mother did volunteer at the center a few times. Ms. Peltz was unable

to find a signed written statement from Child A and B's mother indicating that she is aware that abuse and neglect of children is against the law, that she has been informed of the center's policies on child abuse and neglect, and that she knows that all volunteers are required by law to immediately report suspected abuse and neglect to children's protective services.

I interviewed volunteer Travis Peltz. Mr. Peltz arrived at the center around 2:35 pm on 12/11/2019. He was present because of the incident with Child A and B's father the previous day. Mr. Peltz thought that Child A and B had left when caregiver Beth Dembny said that there was a situation outside. Mr. Peltz saw Ms. Peltz tell Child A and B's father that outside was not the time or place for the discussion.

Child A and B's father, Mr. Peltz, and Ms. Peltz came into the office. Child A and B's father wanted to go over the incident on 12/10/2019. Ms. Peltz asked Child E and F's father to come in and share what he witnessed the previous day with the attendance clipboard. Child E and F's father said that he saw Child A and B's father throw the clipboard in an angry manner. Child A and B's father didn't want to get into a drawn-out conversation over the clipboard. Child E and F's father demonstrated how the clipboard was thrown. Child E and F's father left and three officers from Rogers City Police Department arrived. Child A and B's father was escorted off the property.

I interviewed caregiver Kayla Fleury. On 12/10/2019 she was in another part of the building and she did not hear about the incident with Child A and B's father until the incident was over. The center uses the thinking stool for discipline. Children are told to go to the thinking stool by a caregiver. Once the children are on the thinking stool, a caregiver goes to talk to the children about their behavior. Sometimes caregivers say to children on the thinking stool "if you're ready, you can return."

Sometimes children in pull ups need assistance. There are no posted guidelines for diapering. She has never had a situation where she has had to clean up a messy pull up.

I reviewed the center's discipline policy. The policy states "the only recourse available to the directress of a Montessori class when a child is unable to control his actions is to isolate the child from the group gently but firmly and offer him occupation and freedom to rejoin the group when he feels he is ready."

I reviewed the center's policy on diapering. The policy states "we are licensed through State of MI as a childcare center, to provide services to children 1-1/2 through 6 years of age. Facilities which service children less than 1-1/2 years of age are required to have designated and appropriate diaper changing stations and staff educated in universal precautions. We are not licensed, staffed, or equipped to provide such services. Thus, we require that children be toilet trained prior to their attendance at Rogers City Montessori. If your child is nearly trained, you may

reserve a space by paying the monthly tuition until the child is trained and ready to attend.”

I reviewed the incident report the department received on 12/12/2019 from Ms. Peltz. The report states that on 12/10/2019 at approximately 2:40 pm Child A and B’s father was enraged because Child A was not allowed a snack at that time. Child A and B’s father threw a clipboard against the school in an aggressive manner. Child A and B’s father then went to his vehicle, returned, and asked to speak to Ms. Peltz in a harsh tone. Child A and B’s father and Ms. Peltz entered the kitchen. Child A and B’s father was intimidating and irrational. Child E and F’s father overheard the incident and Child E and F’s father heard Child A and B’s father’s tone and Child E and F’s father was uncomfortable leaving the center.

The report continues with events from 12/11/2019 at approximately 2:45. Child A and B’s mother apologized to Ms. Peltz for Child A’s behavior. Ms. Peltz told Child A and B’s mother that the situation could have been handled differently if Child A and B’s father would have conducted himself in a responsible and respectful manner. Then Child A and B’s father spoke to Ms. Peltz in front of the other children and parents. Ms. Peltz said to Child A and B’s father that the conversation was not appropriate to have in front of the children and parents. Ms. Peltz, Mr. Peltz, and Child A and B’s father went into the office. Child A and B’s father asked that Child A and B’s mother be present. Child A and B’s father was saying his behavior the previous day was appropriate. Ms. Peltz asked Child E and F’s father to join them in the office. Child A and B’s father denied throwing the clipboard. Child E and F’s father demonstrated how the clipboard was thrown. Center staff called the Rogers City Police department at approximately 3:10 pm. Child A and B’s father was agitated. Child A and B’s father was escorted off the property and given a trespassing warning. On 12/12/2019 the center terminated Child A and Child B’s contract and refunded Child A and B’s parents the balance for the remaining school days.

I reviewed the incident report the department received on 12/12/2019 from Ms. Peltz. The report states that on 12/10/2019 at approximately 2:40 pm Child A and B’s father was enraged because Child A was not allowed a snack at that time. Child A and B’s father threw a clipboard against the school in an aggressive manner. Child A and B’s father then went to his vehicle, returned, and asked to speak to Ms. Peltz in a harsh tone. Child A and B’s father and Ms. Peltz entered the kitchen. Child A and B’ father was intimidating and irrational. Child E and F’s father overheard the incident and Child E and F’s father heard Child A and B’s tone and Child E and F’s father was uncomfortable leaving the center.

The report continues with events from n 12/11/2019 at approximately 2:45. Child A and B’s mother apologized to Ms. Peltz for Child A’s behavior. Ms. Peltz told Child A and B’s mother that the situation could have been handled differently if Child A and B’s father would have conducted himself in a responsible and respectful manner. Then Child A and B’s father spoke to Ms. Peltz in front of the other children and

parents. Ms. Peltz said to Child A and B's father that the conversation was not appropriate to have in front of the children and parents. Ms. Peltz, Mr. Peltz, and Child A and B's father went into the office. Child A and B's father asked that Child A and B's mother be present. Child A and B's father was saying his behavior the previous day was appropriate. Ms. Peltz asked Child E and F's father to join them in the office. Child A and B's father denied throwing the clipboard. Child E and F's father demonstrated how the clipboard was thrown. Center staff called the Rogers City Police department at approximately 3:10 pm. Child A and B's father was agitated. Child A and B's father was escorted off the property and given a trespassing warning. On 12/12/2019 the center terminated Child A and Child B's contract and refunded Child A and B's parents the balance for the remaining school days.

Ms. Peltz shared with me a copy of the internal incident report from 12/10/2019 the center keeps on file. The report was written and signed by Ms. Peltz. The incident report states that Child A was sitting on the bench in the entrance way when Child A and B's father arrived. Child A and B's father asked Child A why he was sitting on the bench and Child A responded that he was sitting on the bench because he was not listening to Ms. Peltz during reading time. Child A and B's father told Child A that there would be no TV time. Child A asked Ms. Peltz if he could have a snack. Ms. Peltz said no. At the time Ms. Peltz was planning on addressing the snack issue once Child A was calm. Child A had a meltdown over no TV time. Child A and B's father became "unglued" because Child A and B's father doesn't handle Child A's meltdowns very well. The report goes on to discuss the incident with the attendance clipboard. Ms. Peltz states in the report that she made a decision not to address the snack issue because of Child A and B's father's behavior. The report discusses how Child A and B's father was upset over the snack issue, Child B coming home with a pull up on backwards, Child B having a center spoon in his lunchbox, and lack of supervision at the center. Child A and B's father was upset over the lack of communication between home and school; however, Child A and B's parents did not come to conferences. Ms. Peltz offered to reschedule the conferences, but was told that the family was too busy. The report also covers the events from 12/12/2019. Most of the information in the report was repeated information from the report sent to the department and from Ms. Peltz's interview.

I reviewed the file for volunteer Travis Peltz. The file for Mr. Peltz includes a consent and disclosure form, a written signed statement regarding child abuse and neglect, mandated reporting, and the center's discipline policy. I reviewed the attendance records for 12/10/2019. Child A and Child B were signed out of the center at 2:45 pm; 17 children were present. I reviewed the attendance records for 12/11/2019. Child A and B were signed out of the center at 2:45 pm; 13 children were present.

On 12/10/2019 I conducted a forensic interview with Child A. Child A stated that he used to go to school at Rogers City Montessori, but he no longer attends because Ms. Peltz wouldn't give him a snack. Ms. Peltz was reading *The Night Before Christmas* and Child A was talking. Ms. Peltz didn't want Child A to talk during the

story. At first, he was told to sit on a bench by Ms. Peltz as she was reading. Ms. Peltz then told Child A to put his mat and blanket away and to go sit on the bench. He did not get a snack that day because he was on the bench. The thinking chair is where Ms. Peltz puts children to think about what they did wrong. Ms. Peltz tells you when to get off and why you were sitting there. He has not seen Child B sit on the thinking stool.

While interviewing Child A, Child B overheard our conversation. Child B mentioned that he has sat on the thinking stool. Child B is too young and does not have the language skills to complete a forensic interview.

On 01/06/2020 I interviewed Child C (4-year-old, male) and D's (2-year-old, female) father. On 12/10/2019 he arrived to pick up Child C and D. Child A and B's father was quiet at first, but then he began belittling Ms. Peltz. Child A and B's father was upset because Child A wasn't allowed a snack. Child A and B's father said that Child A wasn't being challenged at the center and Child A was acting up because he was bored.

The thinking stool is used for discipline at the center. Child C and D's father is unsure if children are allowed to leave the thinking stool on their own free will or if they are told when they are allowed to leave the thinking stool. He has not heard of any instances where a child was not given a snack or meal; however, he thinks a child was not allowed to go outside once. He does not have any details about a child not being able to go outside. Child C and D's father does not know about the diapering procedures at the center. He has not volunteered at the center and he has no concerns.

On 01/06/2020 I interviewed Officer Bradley Haske with the Roger's City Police Department. On 12/12/2019 he was assigned to escort Child A and B's mother into the center. There were no issues at the center.

On 01/06/2020 I interviewed Child E and F's father. On 12/10/2019 Child E and F's father arrived to pick up Child E and F. Child A and B's father was already at the center and Child A and B's father appeared to be agitated. Child A and B's father left the center and then came back. Child A and B's father had the attendance clipboard and tossed it on the deck near the front door. Child A and B's father raised his voice and asked Ms. Peltz to go inside and talk. Child E and F's father was nervous about leaving and he hung out in the parking lot for a while before going home.

Child E and F's father was also present on 12/11/2019. Child A and B's father was in the office with Ms. Peltz and Mr. Peltz. Child A and B's father was visibly upset. Child E and F's father was asked to explain what he witnessed with the attendance clipboard the previous day. Child E and F's father was not scared, but he didn't know Child A and B's father's temperament. Child A and B's father had a drawn-out discussion with Child E and F's father, Ms. Peltz, and Mr. Peltz about the definition of throwing. Child E and F's father tried to tell Child A and B's father that his actions

were inappropriate. Child A and B's father was talking with a raised voice and was argumentative. When the police officers arrived, Child E and F's father left with Child E and F.

The center used the thinking stool as a form of discipline. Child A and B's father is unsure of whether children can freely come and go from the thinking chair. He is unaware of center's diapering policies. He has not volunteered at the center and he has no concerns regarding care and supervision at the center.

01/06/2020 I interviewed caregiver Beth Dembny. On 12/10/2019 Ms. Dembny was not in the room when Child A was sitting on the thinking stool. When Child A and B's father arrived, he was talking loudly to Child A. Ms. Dembny was helping Child B when Child A and B's father and Ms. Peltz went into the kitchen to talk. Ms. Dembny took the children in care outside. She could hear Child A and B's father voice outside. At one point, Child A and B's father threw the attendance clipboard outside by the door. She heard the clipboard hit the ground.

The center rarely uses the thinking stool for discipline. If a child is misbehaving, they are told to go to the thinking stool and sit down. When a child is on the thinking stool, a caregiver will talk to the child about their actions and the caregiver will ask the child if he or she is ready to rejoin the group. If a child gets up from the thinking stool before a caregiver talks with the child, the child will be asked to go back to the thinking stool. Sometimes children go to the thinking stool on their own. Ms. Dembny has never witnessed a snack or meal being withheld from a child.

Children are supposed to be toilet trained before being enrolled in the center. This doesn't always happen; some children are in pull ups when they are enrolled. She has helped many children in the bathroom with pull ups including Child B. She tries to help children be as independent as possible by allowing the children to put on their own pull up and wiping themselves after going to the bathroom. If a child has a bowel movement and needs assistance, she tries to clean the child up while the child is standing or sitting on the toilet. If this isn't possible, the child is laid on the bathroom floor while being cleaned up. There is not a diapering pad and she is unaware of any diapering procedures.

On 01/09/2020 I interviewed caregiver Jacqueline Hein. On 12/11/2019 Ms. Hein was outside with children when Child A and B's father arrived. Ms. Peltz told Child A and B's father that outside in front of the children was not the appropriate time or place to have a discussion. Ms. Peltz and Child A and B's father went inside. It was a cold day and Ms. Hein couldn't keep the children outside any longer. She took the children inside to the kitchenette area and shut the door. Child A and B's father was talking loudly and she didn't want the children involved. She stepped out of the kitchenette to check on Ms. Peltz. Ms. Peltz asked Ms. Hein to call the police. Ms. Hein called 911. She was with the children in the kitchenette during the incident with Child A and B's father. The children did not witness the event.

Ms. Hein does not work at the center on a regular basis. She fills in when the center is short staffed. The thinking stool is used for discipline. Sometimes children just sit on the thinking stool of their own free will. If children are mean, disrespectful, or not listening they are asked to go to the thinking stool for a short time to calm down. A caregiver will then ask the child why they were asked to go to the thinking stool. A caregiver talks to a child before the child leaves the thinking stool. Ms. Hein is unsure of what would happen if a child left the thinking stool before a caregiver talked to the child. She has never witnessed a snack or meal being withheld from a child. Ms. Hein has never helped with diapering a child.

On 01/09/2020 I interviewed Child J (3-year-old, male) and K's (4-year-old, female) mother. The center uses the thinking stool as discipline. Children go to the thinking stool when they misbehave. She has not heard of any instances where a child was not given a snack or meal. Child J and K were not in diapers or pull ups when they started attending the center; she does not know about the center's diapering procedures. She has not volunteered at the center and she has no concerns regarding care and supervision.

On 01/16/2020 I interviewed Child G's (4-year-old, male) mother. The center uses a time out method for discipline. The center does not call it time out, but refer to it as the thinking stool. Child G was one of the children misbehaving on 12/10/2019. She does not know if Child G had a snack on that date. She has not heard of any instances where a child was not given a snack or meal. Child G was not in diapers or pull ups when he started attending the center; she does not know about the center's diapering procedures. She has not volunteered at the center and she has no concerns regarding care and supervision.

On 01/17/2020 I interviewed Child H (5-year-old, female) and I's (3-year-old, male) mother. The center uses the thinking stool to discipline children Child H and I's mother is unsure if children are able to freely leave the thinking stool. Child H and I were toilet trained before attending the center; she does not know the center's procedures for diapering. She has not volunteered at the center and she has no concerns regarding care and supervision.

On 01/17/2020 I completed an on-site inspection. Six children were present with caregiver Beth Dembny when I arrived. I observed outdoor play and departure. Shortly after my arrival Mr. Peltz and Ms. Peltz arrived separately.

I interviewed Ms. Peltz. Ms. Peltz did not realize the need to have a diapering pad, diapering container, and diapering guidelines. Majority of children in care are toilet trained. She realizes that children need to be served snacks and meals when the snack or meal is being served. The center is no longer using volunteers except for Mr. Peltz.

APPLICABLE RULE	
R 400.8125	Staff; volunteer; requirements.
	<p>(5) A written statement must be signed and dated by staff and volunteers at the time of hiring or before volunteering indicating all of the following information:</p> <p>(a) The individual is aware that abuse and neglect of children is against the law.</p> <p>(b) The individual has been informed of the center's policies on child abuse and neglect.</p> <p>(c) The individual knows that all staff and volunteers are required by law to immediately report suspected abuse and neglect to children's protective services.</p>
ANALYSIS:	Licensee Designee Josephine Peltz failed to ensure that volunteers signed and dated a written statement before volunteering indicating that the individual is aware that abuse and neglect of children is against the law, the individual has been informed of the center's policies on child abuse and neglect, and the individual knows that all staff and volunteers are mandated reporters. Child A and B's mother volunteered for Rogers City Montessori and a signed and dated written statement was not on file.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8137	Diapering; toileting.
	<p>(2) Children 1 year of age and older may be changed in a bathroom standing up or on a nonabsorbent, easily sanitized surface, with a changing pad between the child and the surface.</p>
ANALYSIS:	Licensee designee Josephine Peltz did not ensure that children 1 year of age and older were changed in a bathroom standing up or on a nonabsorbent, easily sanitized surface, with a changing pad between the child and the surface. The center does not have a changing pad to lay children on during diapering when necessary.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8137	Diapering; toileting.
	(4) A plastic-lined, tightly covered container must be used exclusively for disposable diapers and training pants and diapering supplies. The container must be emptied and sanitized at the end of each day.
ANALYSIS:	Licensee designee Josephine Peltz failed to ensure that a plastic-lined tightly covered container used exclusively for disposable diapers and training pants and diapering supplies was available. The center does not have a container for properly disposing of diapers, training pants, and supplies.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8137	Diapering; toileting.
	(7) Guidelines for diapering must be posted in diapering areas.
ANALYSIS:	Licensee designee Josephine Peltz failed to ensure that diapering guidelines were posted in diapering areas. No diapering guidelines were posted in the center.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (e) Depriving a child of meals, snacks, rest, or necessary toilet use.
ANALYSIS:	Licensee designee Josephine Peltz failed to ensure that children were not deprived of snacks. On 12/10/2019 Ms. Peltz failed to give Child A a snack because he was misbehaving.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(4) A policy shall be developed and implemented regarding the discipline of children. The policy shall be all of the following: (a) In written form. (b) Age appropriate. (c) Provided to staff and parents.
ANALYSIS:	Licensee designee Josephine Peltz failed to develop and implement a policy regarding the discipline of children. The center's discipline policy does not address time outs. However, on 12/10/2019 Child A was placed in time out. The center's policy states that children will be "given occupation" and will be allowed the "freedom to rejoin the group when he feels he is ready."
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8330	Food services and nutrition generally.
	(9) A center shall not deprive a child of a snack or meal if the child is in attendance at the time when the snack or meal is served.
ANALYSIS:	Licensee designee Josephine Peltz failed to ensure that children were not deprived of a snack or meal if the child is in attendance at the time when the snack or meal is served. On 12/10/2019 Ms. Peltz failed to give Child A a snack when the snack was being served.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

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

Candice Case-French

January 27, 2020

Candice Case-French
Licensing Consultant

Date

Approved By:

Rose A. Rafferty

January 27, 2020

Rose A. Rafferty
Area Manager

Date