



STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

GRETCHEN WHITMER
GOVERNOR

ORLENE HAWKS
DIRECTOR

November 10, 2020

Sandra Pierik
Rebecca Wirth
78 W. Pearl
Hazel Park, MI 48030

RE: License #: DC630316257
Country Days Child Development Center
205 N Main Street
Clawson, MI 48017

Dear Ms. Pierik & Ms. Wirth:

Attached is your renewal inspection report. You can find a copy of this renewal inspection report and any associated corrective action plans on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of when renewal inspection reports are completed can be found under [Overview of Licensing Reports](#).

During the renewal inspection on 10/19/2020, I found 25 violation(s) listed below and explained in the attached report:

R 400.8110	Applicant; licensee; licensee designee; requirements.
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R 400.8110	Applicant; licensee; licensee designee; requirements.
R 400.8110	Applicant; licensee; licensee designee; requirements.
R 400.8122	Lead caregiver; qualifications; responsibilities.
R 400.8122	Lead caregiver; qualifications; responsibilities.
R 400.8125	Staff; volunteer; requirements.
R 400.8131	Professional development requirements.
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R 400.8131	Professional development requirements.

R 400.8143 Children's records.
R 400.8143 Children's records.
R 400.8146 Information provided to parents.
R 400.8146 Information provided to parents.
R 400.8155 Child accidents and incidents; child and staff illness.
R 400.8155 Child accidents and incidents; child and staff illness.
R 400.8161 Emergency procedures.
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R 400.8315 Food and equipment storage.
R 400.8380 Maintenance of premises.
R 400.8510 Plans and specifications; submission; approval; inspections.

Due to the rule/law violations noted, I recommend refusal to renew your license. You will be notified in writing of the department's intention and your options.

During calendar year 2019:	Total
Number of serious injuries that occurred in facility.	0
Number of deaths that occurred in the facility.	0
Number of substantiated cases of abuse and/or neglect of a child that occurred at the facility.	0

Please 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 [\(248\) 975-5053](tel:2489755053).

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

Sincerely,



Thomasa Bond, Licensing Consultant
Bureau of Community and Health Systems
4th Floor, Suite 4B
51111 Woodward Avenue
Pontiac, MI 48342
(248) 860-2439

Enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
RENEWAL INSPECTION REPORT**

I. IDENTIFYING INFORMATION

License#: DC630316257

Licensee Name: Sandra Pierik & Rebecca Wirth

Licensee Address: 78 W. Pearl
Hazel Park, MI 48030

Licensee Telephone #: (248) 399-7491

Licensee/Designee: Sandra Pierik & Rebecca Wirth

Name of Facility: Country Days Child Development Center

Facility Address: 205 N Main Street
Clawson, MI 48017

Facility Telephone #: (248) 556-8001

Original Issuance Date: 01/20/2012

Capacity: 56

Age Range: Ages Birth Thru 12 years

Program Components: PRESCHOOL
SCHOOL AGE
INFANT/TODDLER
FOOD SERVICE

II. METHODS OF INSPECTION

Date of On-Site Inspection(s): 10/19/2020
 Date of Environmental Health Inspection: 09/09/2020
 Date of Fire Safety Inspection: 06/20/2018
 Date of Lead Hazard Risk Assessment, if applicable: 01/06/2012
 Date of Documentation of Playground Compliance, if applicable: N/A

		No. of Records Reviewed
No. of children enrolled in care	36	7
No. of staff employed	10	10
No. of volunteers	0	0
No. of children present at time of inspection	25	
No. of staff present at time of inspection	8	
No. of volunteers present at time of inspection	0	
No. of children interviewed/observed	25	
Persons Interviewed:		
Licensee/Licensee Designee	<input checked="" type="checkbox"/>	
Program Director	<input checked="" type="checkbox"/>	
Caregiving staff	<input checked="" type="checkbox"/>	

Approved Child Use Space: Three classrooms 102, 107, and 108
 Approved Program Director: Shamilan Newhard
 Approved Central Administrator: None
 Approved Variances: None
 Key Indicator Inspection: No

III. DESCRIPTION OF FINDINGS & CONCLUSIONS

This renewal inspection involved a review of all applicable child care center administrative rules and statutes. Verification of compliance included direct observations of the physical environment and the program, discussions with staff, and a review of the center's records, including staff records and children's records. Staff records include background checks and training information. Children's records include child information cards, physical examination dates, and immunizations.

Technical assistance and consultation were provided for the following:

- **Rule 400.8110(3)(b) Licensee.** The rulebook was posted during the onsite inspection.
- **Rule 400.8173(8) Equipment.** Add date to updated equipment list and the name for each classroom.
- **Rule 400.8161(1)(e) Emergency procedures.** Add intruders and active shooters to the crisis management emergency procedures.

During the inspection, the center was found to be in compliance with all applicable rules and statutes except for the following violations:	
R 400.8110	Applicant; licensee; licensee designee; requirements.
	(14) A center shall post a notice in a place accessible and visible to parents, staff, and visitors stating that smoking and vaping are prohibited in the center and on the center's property.
The center did not have a no smoking and no vaping sign posted.	
R 400.8110	Applicant; licensee; licensee designee; requirements.
	(3) All of the following must be in a place, accessible, and visible to parents: (c) A notice stating that the center requires a comprehensive background check on its employees and unsupervised volunteers.
The center did not have a notice stating that the center requires a comprehensive background check on its employees and unsupervised volunteers.	
REPEAT VIOLATION ESTABLISHED LSR dated 10/10/2019 CAP dated 10/24/2019	
R 400.8110	Applicant; licensee; licensee designee; requirements.
	(4) There must be a licensing notebook on the premises that includes all licensing inspection and special investigation reports and related corrective action plans for the last 5 calendar years, and a summary sheet outlining the documents contained in the notebook. The notebook must be in a place accessible to parents and prospective parents at all times during the center's normal hours of operation.
The center did not have the renewal report dated 10/24/2019 and corrective action plan approval letter dated 10/24/2019 in the licensing notebook.	
R 400.8110	Applicant; licensee; licensee designee; requirements.
	(6) The licensee or licensee designee shall maintain accurate records detailing daily arrival and departure times for each child care staff member, child care aide, and volunteer.

The center did not maintain accurate daily attendance for the child care staff members detailing daily arrival and departure times.

R 400.8122	Lead caregiver; qualifications; responsibilities.																								
	<p>(5) Lead caregivers shall meet 1 of the following qualifications shown in Table 3:</p> <table border="0"> <thead> <tr> <th data-bbox="521 520 683 562">Education</th> <th data-bbox="716 520 1019 562">Coursework in Early</th> <th data-bbox="1105 520 1459 667">Hours of Experience Childhood Education, Child development, or a Child-Related Field.</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 667 889 814">a) Bachelor's degree or higher in early childhood development, or a child-related field</td> <td data-bbox="911 667 976 709">N/A</td> <td data-bbox="1105 667 1170 709">N/A</td> </tr> <tr> <td data-bbox="521 814 889 856">b) Montessori credential</td> <td data-bbox="911 814 976 856">N/A</td> <td data-bbox="1170 814 1317 856">480 hours</td> </tr> <tr> <td data-bbox="521 884 987 1003">c) Associate's degree or higher in early childhood education or child development</td> <td data-bbox="911 884 976 926">N/A</td> <td data-bbox="1203 884 1268 926">N/A</td> </tr> <tr> <td data-bbox="521 1003 911 1073">d) Valid child development credential with -></td> <td data-bbox="911 1003 976 1045">N/A</td> <td data-bbox="1187 1003 1333 1045">480 hours</td> </tr> <tr> <td data-bbox="521 1073 1166 1142">e) High school diploma or GED with -></td> <td data-bbox="911 1073 1166 1115">12 semester hours</td> <td data-bbox="1203 1073 1349 1142">960 hours and -></td> </tr> <tr> <td data-bbox="521 1142 889 1213">f) High school diploma or GED with -></td> <td data-bbox="911 1142 1414 1255">12 semester hours, 18 CEUs, or a combination to equal 180 clock hours with -></td> <td data-bbox="1203 1142 1414 1255">1,920 hours</td> </tr> <tr> <td data-bbox="521 1255 1003 1367">g) High school diploma or GED with -></td> <td data-bbox="911 1255 1365 1297">6 semester hours, 9 CEUs,</td> <td data-bbox="1203 1255 1430 1398">3,840 hours or a combination to equal 90 clock hours with</td> </tr> </tbody> </table>	Education	Coursework in Early	Hours of Experience Childhood Education, Child development, or a Child-Related Field.	a) Bachelor's degree or higher in early childhood development, or a child-related field	N/A	N/A	b) Montessori credential	N/A	480 hours	c) Associate's degree or higher in early childhood education or child development	N/A	N/A	d) Valid child development credential with ->	N/A	480 hours	e) High school diploma or GED with ->	12 semester hours	960 hours and ->	f) High school diploma or GED with ->	12 semester hours, 18 CEUs, or a combination to equal 180 clock hours with ->	1,920 hours	g) High school diploma or GED with ->	6 semester hours, 9 CEUs,	3,840 hours or a combination to equal 90 clock hours with
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The assigned preschool lead caregiver Ms. Pierik has 10 of the 12 required semester hours. She was hired in 10/06.

The assigned toddler lead caregiver Ms. Godsey has 9.2 of the required 12 ceu's. She was hired 02/23/2012.

They are not currently enrolled in a child development program.

REPEAT VIOLATION ESTABLISHED

Previous rule 400.8122(6)

LSR dated 10/10/2019

CAP dated 10/24/2019

LSR dated 03/01/2019

CAP dated 03/15/2019

R 400.8122	Lead caregiver; qualifications; responsibilities.
	(7) Lead caregivers for infants and toddlers shall have 3 semester hours, 4.5 CEUs, or 45 hours of MiRegistry approved infant and toddler development and care practices within 6 months of hire. These semester hours or CEUs may satisfy a portion of the requirements of subrule (6) of this rule.

Ms. Casada, monkey toddler lead caregiver, has 0.2 CEUs in infant/toddler development and care practices. An additional 4.3 CEUs is required. Her start date as the toddler lead caregiver was 10/2006.

Ms. Godsey, toddler lead caregiver, has 3.5 CEUs in infant/toddler development and care practices. An additional 1 CEU is required. Her start date as the toddler lead caregiver was 02/23/2012.

Ms. Wirth, Infant lead caregiver, does not have 3 semester hours or 4.5 CEUs in infant/toddler development and care practices. Her start date as the Infant lead was 10/2006.

REPEAT VIOLATION ESTABLISHED

Previous rule 400.8122(9)

LSR dated 10/10/2019

CAP dated 10/24/2019

LSR dated 03/01/2019

CAP dated 03/15/2019

LSR dated 08/25/2016

CAP dated 07/18/2016

R 400.8125	Staff; volunteer; requirements.
	(4) A licensee shall have a written policy regarding screening and supervision of staff and volunteers, including volunteers who are parents of a child in care. The policy must include a statement that any individual registered on the public sex offender registry (PSOR) is prohibited from having contact with any child in care.
<p>The center did not have a written staff screening policy.</p> <p>REPEAT VIOLATION ESTABLISHED Previous rule 400.8125(3)(a) LSR dated 10/10/2019 CAP dated 10/24/2019</p> <p>LSR dated 03/01/2019 CAP dated 03/15/2019</p>	
R 400.8131	Professional development requirements.
	(3) Before caring for children, all child care staff members and unsupervised volunteers who work directly with children shall be

	trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect.
<p>The center did not have documentation of prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect for nine child care staff members.</p> <p>REPEAT VIOLATION ESTABLISHED Previous rule 400.8131(2) LSR dated 10/10/2019 CAP dated 10/24/2019</p> <p>LSR dated 03/01/2019 CAP dated 03/15/2019</p>	
R 400.8131	Professional development requirements.
	(4) Before unsupervised contact with children, all child care staff members who work directly with children shall complete prevention and control of infectious disease training, including immunizations.
<p>The center did not have documentation of prevention and control of infectious disease training, including immunizations for one child care staff member.</p> <p>REPEAT VIOLATION ESTABLISHED Previous rule 400.8131(3) LSR dated 10/10/2019 CAP dated 10/24/2019</p> <p>LSR dated 03/01/2019 CAP dated 03/15/2019</p> <p>LSR dated 08/25/2016 CAP dated 07/18/2016</p>	
R 400.8131	Professional development requirements.
	<p>(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available at MiRegistry:</p> <p>(a) Administration of medication.</p>

	<ul style="list-style-type: none"> (b) Prevention of and response to emergencies due to food and allergic reactions. (c) Building and physical premises safety. (d) Emergency preparedness and response planning. (e) Handling and storage of hazardous materials and appropriate disposal of bio-contaminants. (f) Precautions in transporting children, if applicable. (g) Child development.
<p>The center did not have documentation of the above listed trainings for eight staff members that have worked at the center for more than 90 days.</p>	
<p>R 400.8131</p>	<p>Professional development requirements.</p>
	<p>(6) All child care staff members who work directly with children shall complete 16 clock hours of professional development annually on topics relevant to job responsibilities that include, but are not limited to, any of the following subjects:</p> <ul style="list-style-type: none"> (a) Child development and learning. (b) Health, safety, and nutrition. (c) Family and community collaboration. (d) Program management. (e) Teaching and learning. (f) Observation, documentation, and assessment. (g) Interactions and guidance. (h) Child care center administrative rules.
<p>The following caregivers did not have documentation of the required 16 clock hours of training for 2019.</p> <p>Ms. Brainin completed 1 clock hours in 2019. Ms. Anthony completed 4.5 clock hours in 2019. Ms. S. Pierik completed 12 clock hours in 2019. Ms. Wirth did not complete any clock hours in 2019.</p> <p>REPEAT VIOLATION ESTABLISHED Previous rule 400.8131(4) LSR dated 03/01/2019 CAP dated 03/15/2019</p> <p>LSR dated 08/25/2016 CAP dated 07/18/2016</p>	

R 400.8143	Children's records.
	(1) At the time of a child's initial attendance, a center shall obtain a child information card, using a form provided by the department or a comparable substitute, that is completed and signed by the child's parent. The center shall keep it on file and accessible in the center.
<p>Seven child information cards were reviewed, and five were missing one or more of the following: date of admission and other release person.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 10/10/2019 CAP dated 10/24/2019</p> <p>LSR dated 03/01/2019 CAP dated 03/15/2019</p> <p>LSR dated 08/25/2016 CAP dated 07/18/2016</p>	
R 400.8143	Children's records.
	(11) A center shall maintain an accurate record of daily attendance at the center that includes each child's first and last name and each child's arrival and departure time. Electronic records may be used. If electronic attendance records are used, then they must be available to the department at the time of an inspection. If the electronic attendance records are not available during an on-site inspection, then the center is in violation of this rule.
<p>The center did not maintain accurate daily attendance with each child's first and last names and arrival and departure times. There were 25 children present and 24 children signed in on the daily attendance sheets at 10:00 am.</p> <p>REPEAT VIOLATION ESTABLISHED Previous rule 400.8143(10) LSR dated 03/01/2019 CAP dated 03/15/2019</p> <p>Interim dated 08/25/2017 CAP dated 09/12/2017</p> <p>LSR dated 08/25/2016 CAP dated 07/18/2016</p>	

R 400.8146	Information provided to parents.
	(1) A center shall provide a written information packet to each parent enrolling a child that includes at least all of the following: (I) Notice of the availability of the center's licensing notebook. The notice must include all of the following: (i) The licensing notebook contains all the licensing inspection and special investigation reports and related corrective action plans for the last 5 years.
The center did not provide parents with the updated licensing notebook statement.	
R 400.8146	Information provided to parents.
	(1) A center shall provide a written information packet to each parent enrolling a child that includes at least all of the following: (I) Notice of the availability of the center's licensing notebook. The notice must include all of the following: (iii) Licensing inspection reports, special investigation reports, and corrective action plans from at least the past 3 years are available on the department's child care licensing website at www.michigan.gov/michildcare . The website address must be in bold print.
The center did not provide parents with the updated licensing notebook statement.	
R 400.8155	Child accidents and incidents; child and staff illness.
	(1)A center shall have a written plan for how and when a parent is notified when personnel observe any of the following: (b) A child experiences an accident, injury, or incident.
The center did not have a written plan as to how parents will be notified when a child experiences accidents, injuries, or incidents.	
REPEAT VIOLATION ESTABLISHED Previous rule 400.8155(1) LSR dated 10/10/2019 CAP dated 10/24/2019 LSR dated 03/01/2019 CAP dated 03/15/2019	

R 400.8155	Child accidents and incidents; child and staff illness.
	(5) A center shall have a written policy detailing when children, staff, and volunteers will be excluded from the center due to illness.
<p>The center did not have a written policy for excluding volunteers due to illness.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 03/01/2019 CAP dated 03/15/2019</p>	
R 400.8161	Emergency procedures.
	(2) The written procedures must include all of the following: (c) A plan for shelter-in-place.
<p>The center did not have written procedures with a plan for shelter-in-place.</p>	
R 400.8161	Emergency procedures.
	(2) The written procedures must include all of the following: (d) A plan for lockdown.
<p>The center did not have written procedures with a plan for lockdown.</p>	
R 400.8161	Emergency procedures.
	(2) The written procedures must include all of the following: (g) A plan for how infants and toddlers will be accommodated during each type of emergency.
<p>The center did not have written procedures with a plan for how infants and toddlers will be accommodated during each type of emergency.</p>	
R 400.8161	Emergency procedures.
	(2) The written procedures must include all of the following: (h) A plan for how children with chronic medical conditions will be accommodated during each type of emergency.
<p>The center did not have written procedures with a plan for how children with chronic medical conditions will be accommodated during each type of emergency.</p>	

R 400.8161	Emergency procedures.
	(8) Each child care staff member shall be trained at least twice a year on his or her duties and responsibilities for all emergency procedures referenced in subrule (1) of this rule.
<p>The center did not have documentation of each caregiver receiving training at least twice a year on the emergency procedures in 2019. The center completed one training on 06/21/2019.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 03/01/2019 CAP dated 03/15/2019</p>	
R 400.8315	Food and equipment storage.
	(3) Unpackaged bulk foods must be stored in clean covered containers, dated, and labeled as to the contents.
<p>There were three open boxes of cereal in the Ducks classroom that were not stored in a clean covered container and one box was not dated.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 03/01/2019 CAP dated 03/15/2019</p>	
R 400.8380	Maintenance of premises.
	(5) There must be no flaking or deteriorating paint on interior and exterior surfaces or on equipment accessible to children.
<p>The red and blue garbage can in the Monkeys classroom has flaking paint. The heat register in the Bear classroom has deteriorating paint.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 10/10/2019 CAP dated 10/24/2019</p> <p>LSR dated 03/01/2019 CAP dated 03/15/2019</p> <p>Interim dated 08/25/2017 CAP dated 09/12/2017</p>	

R 400.8510	Plans and specifications; submission; approval; inspections.
	(6) Fuel-fired water heaters shall be inspected by a licensed mechanical contractor or a licensed plumbing contractor before issuance of an original license and every 2 years at renewal.
<p>The center did not have documentation of the hot water tank inspected at renewal.</p> <p>REPEAT VIOLATION ESTABLISHED LSR dated 03/01/2019 CAP dated 03/15/2019</p>	

IV. RECOMMENDATION

I recommend refusal to renew the child care license.

Thomasa Bond

10/26/2020

Thomasa Bond
Licensing Consultant

Date

Jacquelin Sharkey

10/27/2020

Jacquelin Sharkey
Area Manager

Date