



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

September 7, 2021

Tanya Zoro
Childtime Childcare, Inc.
Suite 100
21333 Haggerty Road
Novi, MI 48375

RE: License #: DC820294560
Investigation #: 2021D0910009
Childtime Learning Center #0635

Dear Ms. Zoro:

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 400.8125	Staff; volunteer; requirements.
R 400.8134	Hand washing.
R 400.8140	Discipline.
R 400.8155	Children accidents and incidents; child and staff illness.
R 400.8182	Ratio and group size requirements.

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

- I interviewed Child A (three-year-old, female) Mother, Ms. Robin Brown, Program Director, Ms. April Cole District Manager, Ms. Jayln Riggi, Assistant Program Director, Ms. Cheryl Kirskey, Child Care Staff Member, Ms. Erin Brantley, Child Care Staff Member, and Child C Parent.
- I completed on-site inspections on the following dates: 06/02/2021 and 06/28/2021.

As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

I recommend no change to the current license status.

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](#).

Sincerely,



Nicole Gibby, Licensing Consultant
Bureau of Community and Health Systems
Cadillac Pl. Ste 9-100
3026 W. Grand Blvd
Detroit, MI 48202
(313) 938-5874

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC820294560
Investigation #:	2021D0910009
Complaint Receipt Date:	05/25/2021
Investigation Initiation Date:	05/25/2021
Report Due Date:	07/24/2021
Licensee Name:	Childtime Childcare, Inc.
Licensee Address:	Suite 100 21333 Haggerty Road Novi, MI 48375
Licensee Telephone #:	Unknown
Administrator:	Tanya Zoro, Designee
Licensee Designee:	Tanya Zoro, Designee
Name of Facility:	Childtime Learning Center #0635
Facility Address:	19251 Mack Avenue Grosse Pointe Woods, MI 48236
Facility Telephone #:	(313) 886-6565
Original Issuance Date:	09/23/2008
License Status:	REGULAR
Effective Date:	09/23/2019
Expiration Date:	09/22/2021
Capacity:	83
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
<p>It is reported that Ms. Kirskey poked Child A in the top of her butt.</p> <p>Child C (three-year-old, female) received a hug from Cheryl Kirskey, Child Care Staff Member and she pushed Child C in the stomach as if she was signaling or nudging her away.</p> <p>Child A's Mother observed Child A holding herself on the camera. Child A was directed to sit down, Ms. Kirskey forcefully pushed Child A chair in tight to the table. Child A was playing with her bracelet and Ms. Kirskey snatched the bracelet and threw it away.</p> <p>Child A has come home on several occasions with feces in her panties.</p> <p>Child A had orange marker all over the back of her dress.</p> <p>Child A complains that Child F (three-year-old, male) hits and kicks her every day.</p> <p>Several boys were witnessed rough housing on 05/14/2021. Child E (four-year-old, male), hit another male child multiple times with a stuffed animal. Children are not being properly supervised at all times.</p> <p>It is reported that Ms. Erin Brantley, Child Care Staff Member handled an infant in a way that is a safety concern.</p> <p>Ms. Brittany Moore, Child Care Staff Member was witnessed texting on her phone.</p>	No
<p>Children may not be washing their hands.</p>	No
<p>Brittany Johnson, Child Care Staff Member was shaming and humiliating children. Brittany Johnson was observed hovering over a male child (name unknown) in an intimidating manner to discipline him. Brittany Johnson was also observed pulling a chair out from Child B (three-year-old, female) and made her stand up for a period as a punishment and she leaned over to discipline her close to the face as well.</p> <p>Erin Brantley, Child Care Staff Member was inflicting corporal</p>	No

<p>punishment on a male child, it is reported that Ms. Brantley snatched the child up.</p> <p>Cheryl Kirskey, Child Care Staff Member, raised her hand to slap a boy on 4/29/2021.</p> <p>There were various incidents when staff were yelling at children and being rough with them.</p> <p>It is reported that three children have been made to sit directly on the floor as a form of punishment by Ms. Kirskey, Ms. Brantley, and Ms. Johnson.</p>	
<p>Child A was picked up on 05/20/2021 and a scratched was observed on her face.</p> <p>Child A was playing with dinosaurs with Child D(three-year-old, female). Child E (four-year-old, male) began hitting Child A and Child D with his hand. He also struck Child A with a dinosaur on her leg.</p> <p>Child A was playing with dinosaurs with Child D (three-year-old, female). Child D (four-year-old, male) began hitting Child A and Child D with hand. He also struck Child A with a dinosaur.</p> <p>On 05/22/2021 Child G (four-year-old, male) kicked Child A in the behind. Child C (four-year-old, female) hit Child A.</p>	No
<p>The ratio is not being maintained in the preschool classroom.</p>	No

III. METHODOLOGY

05/25/2021	Special Investigation Intake 2021D0910009
05/25/2021	Special Investigation Initiated - Telephone I spoke with Child A(three-year-old, female) Mother
05/25/2021	Contact - Telephone call made I left a message for April Cole, District Manager. I spoke with Robin Brown, Program Director. I requested the video footage from an alleged incident on 05/20/2021.
05/25/2021	Contact - Telephone call made

	I spoke with Robin Brown, Program Director.
05/27/2021	Incident Report Received- Ms. Brown self-reported an incident that was reported to Ms. Jayln Riggi, Assistant Program Director.
06/01/2021	Contact- Telephone call made I spoke with Ms. Jayln Riggi, Assistant Program Director
06/02/2021	Inspection Completed On-site- I spoke with Ms. Brown and Ms. Cheryl Kirskey, Child Care Staff Member.
06/07/2021	Contact- Telephone call received- I spoke with Child A's Mother.
06/07/2021	Contact- Telephone call made- I spoke with Ms. Brown.
06/08/2021	Contact- Telephone call made- Conference call with Ms. Brown and Ms. Cole.
06/29/2021	Contact- Document Received- Additional information received.
06/29/2021	Contact- Telephone call made- I spoke with Ms. Brown, Ms Erin Brantley, Child Care Staff Member.
06/29/2021	Contact- Telephone call made- I spoke with Child A's Mother.
07/01/2021	Contact- Telephone call made- I called Child C Mother. I was unable to leave a voicemail.
07/14/2021	Contact- Telephone call made- Conference call with Ms. Brown and Ms. Cole.
08/09/2021	Contact- Document Received- I received a written statement from Ms. Brown.
08/09/2021	Contact- Document Received- I received the positive guidance and redirection policy, the direct supervision and security policy, the bathroom policy, and child information cards.
08/09/2021	Exit Conference- Exit conference with Ms. Brown

08/18/2021	Contact- Telephone call made- I spoke with Ms. Brown
08/17/2021	Contact-Telephone call made- I attempted to interview Child C Mother.

ALLEGATION: Cheryl Kirskey, Child Care Staff Member poked Child A(three-year-old, female) in the butt.

Child C (three-year-old, female) received a hug from Cheryl Kirskey, Child Care Staff Member and Ms. Johnson gestured Child C to back away as if she had hugged Ms. Kirskey for too long.

Child A's Mother observed Child A holding herself on the camera. Child A was directed to sit down, Ms. Kirskey forcefully pushed Child A chair in tight to the table. Child A was playing with her bracelet and Ms. Kirskey snatched the bracelet and threw it away.

Child A has come home on several occasions with feces in her panties.

Child A had orange marker all over the back of her dress.

Child A complains that Child F (three-year-old, male) hits and kicks her every day.

It is reported that Ms. Erin Brantley, Child Care Staff Member handled an infant in a way that is a safety concern.

Several boys were witnessed rough housing on 05/14/2021. Child E (four-year-old, male), hit another male child multiple times with a stuffed animal. Children are not being properly supervised at all times.

Ms. Brittany Moore was witnessed texting on her phone.

INVESTIGATION: On 05/25/2021, I spoke with Child A's Mother. She told me that Child A told her that Ms. Kirskey poked her in the butt. She did not see any marks or bruises on Child A butt. She reported the incident to Ms. Riggi. She was told by Ms. Riggi that she would follow up with her. I spoke with Ms. Brown, she told me that Ms. Riggi shared the information with her that Child A's Mother reported. She told me that she told Ms. Cole about the allegations regarding Ms. Kirskey poking Child A in the butt.

Child A's Mother observed Ms. Kirskey being hugged by Child B. She reported that Ms. Johnson gestured Child B to move back as if Child B hugged Ms. Kirskey too long. This incident was reported to Ms. Brown.

Child A's Mother told me that she observed Child A at 12:36 p.m. on the camera holding herself as if she had to use the bathroom. She reported that Child A was made to sit down in the chair and Ms. Kirskey forcefully pushed Child A in her chair tightly to the table. Child A's Mother stated that she called the child care center at 12:38 p.m. and told Ms. Brown, Program Director that Child A had to use the bathroom. She requested that Ms. Brown inform the teachers in the classroom. According to Child A's Mother, Child A did not leave off the camera until 12:49 p.m. to use the bathroom. Child A's Mother explained that she feels that Ms. Brown could have went to the classroom and told Child A to go to the bathroom.

Child A's Mother told me that she observed Ms. Kirskey snatch Child A bracelet from her and throw it in the garbage. Child A's Mother stated that Child A had the bracelet since she started the child care center in November 2020. She told me that she messaged Ms. Kirskey on watch me grow to discuss the incident. According to Child A's Mother, Ms. Jayln Riggi, Assistant Program Director called her back and explained that Ms. Kirskey thought that Child A found the bracelet on the ground therefore she threw it away.

Child A's Mother reported that Child A has come home with feces in her panties on at 9 occasions. Child A's Mother stated that she requested that Child A receive assistance in the bathroom if she has a bowel movement. According to Child A's Mother there were times after her request that Child A had soiled panties and there have been times that her daughter did not have any panties on. She was told that children change their own pullups and panties and the children have thrown their underwear away.

Child A's Mother reported that when she was picking up Child A she noticed that she had orange marker all over the back of her dress. Child A told her mother that Child G(four-year-old, male) wrote on her back. According to Child A's Mother, Ms. Brown told her that the teachers must have missed the marker on the back of Child A dress.

Child A's Mother stated that Child A complains that Child F(three-year-old, male) hits and kicks her every day. Child A's Mother states that she reported the information to Ms. Riggi and Ms. Brown and they both responded that they would let Ms. Kirskey know so that she could keep an eye on Child F and keep them separated.

Child A's MotherChild A's Mother reported that she was concerned with the way Ms. Brantley handled the infant that she brought in the preschool classroom. Child A's Mother was concerned for the safety of the infant. She reported that Ms. Brantley tilted the baby down and up as she held the infant back bending over.

Child A's Mother stated that she witnessed Ms. Brittany Moore texting on her phone. She stated that she reported the incident to Ms. Brown and told her that she was concerned that a child could have got severely hurt while she was using her cell phone.

On 05/27/2021 I received the incident report from Ms. Brown via email.

On 06/01/2021, I spoke with Ms. Riggi, she told me that there always two teachers in the classroom and she had not received any reports that Child A had been poked in the butt by Ms. Kirskey. Ms. Riggi explained that she worked in the classroom with Ms. Kirskey on 05/24/2021, and she had never witnessed her poking Child A in the butt. Ms. Riggi told me that she believes that Child A would have reported this type of incident to her if it occurred. Ms. Riggi told me that she shared the information with Ms. Brown.

According to Ms. Riggi, she has never observed Ms. Kirskey push Child A or any child in their stomach when the children are hugging her. Ms. Riggi told me that she has never received any complaints or concerns regarding Ms. Kirskey pushing any child in the stomach while the children are hugging her.

Ms. Riggi told me that children are always allowed to use the bathroom. She explained that when Child A's Mother contacted Ms. Brown in regard to Child A

having to use the bathroom. The classroom teachers were notified, and Child A was allowed to use the bathroom. Ms. Riggi told me that she has not observed Ms. Kirskey pushing Child A tightly into the table. Ms. Riggi stated that when the message was received from Child A's Mother, she contacted Child A's Mother Child A's Mother and explained that Ms. Kirskey threw the bracelet in the garbage because she believed that Child A picked the bracelet up off the ground.

Ms. Riggi told me that the bathroom policy is followed by all staff members. She told me that the policy requires all children to be supervised to the bathroom and if a child requires assistance another staff must be present to supervise the other children.

On 06/02/2021, I completed an unannounced inspection. I spoke with Ms. Kirskey, she told me that she did not poke Child A in her butt. She stated that she has never harmed any child.

Ms. Kirskey told me that the children are allowed to go to the bathroom on demand and they always supervised by a staff member. Ms. Kirskey stated that when she received the call to take Child A to the bathroom, she immediately took Child A to the bathroom.

Ms. Kirskey told me that she observed Child A chewing on something. She did not know that it was a bracelet, she took it out of Child A Mouth and threw it away because it was a safety hazard. Ms. Kirskey told me that Child A did not cry.

Ms. Kirskey told me that children are supervised when they go to the bathroom. She explained that if a child has an accident or their underwear is soiled, they change their own pullups or underwear. She explained that no child is intentionally sent home with soiled underwear and children are assisted when requested.

Ms. Kirskey told me that she has never witnessed Ms. Brantley handle an infant in a way the causes a safety concern

On 06/08/2021, Ms. Brown told me that Ms. Brittany Moore Ms. Brown told me that when she received the call from Child A's Mother regarding Child A squirming and having to use the bathroom. She immediately went to the classroom and let the child care staff know.

Ms. Brown told me that when she spoke with Child A's Mother regarding her child having orange marker on the back of her dress, she told her that she would follow-up with her regarding the situation. Ms. Brown contacted Ms. Cole and she watched the video footage and there was no footage of Child G writing on Child A back.

Mrs. Brown and Ms. Riggi told me that the Child F was separated from Child and monitored very closely. Child A would often go over to play with Child F and they would be separated by Ms. Kirskey.

I spoke with Ms. Brown regarding Ms. Moore texting while she was in the classroom. Ms. Brown explained that Ms. Moore was on break in the classroom and does not use her cell phone when she is working. Ms. Moore is no longer employed at the child care center. I was unable to interview Ms. Moore.

Ms. Brown stated that she has never observed Ms. Brantley handle an infant in a way that is a safety concern.

On 06/28/2021, I spoke Ms. Brantley she told me that she has never snatched any child up. She told me that she adheres to the positive guidance and redirection policy at the child care center. She told me that she uses redirection, and she will get on the level of the children when she speaks with them.

Ms. Brantley told me that she has not witnessed Ms. Kirskey or any other employee handle a child in an inappropriate way. They have not yelled at any children while she was working with them in the classroom.

On 08/18/2021, I spoke with Child F's (three-year-old, male) Father. He told me that that the care that his son receives is good. The children are safe and the environment is clean. He does not have any concerns.

I spoke with Child G's (four-year-old, male) Mother. She told me that she was very happy with the care that her child received at the child care center. Child G Mother told me that Ms. Kirskey was a very good teacher. She told me that Ms. Brown was a good program director, she was very thorough, and follow through on all requests or concerns.

APPLICABLE RULE	
R 400.8125	Staff; volunteer; requirements.
	(1) All staff and volunteers shall provide appropriate care and supervision of children at all times.
ANALYSIS:	There is insufficient evidence to conclude that does not provide appropriate care and supervision.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Children may not be washing their hands.

INVESTIGATION: On 05/25/2021, I spoke with Child A (three-year-old, female) Mother. She told me that she advised that children immediately have their hands washed once they left the foyer area and entered the classroom. Child A's Mother reported that because Child A was having a rough morning at drop off, she logged into the watch me grow app to make sure she was okay. According to Child A's

Mother she observed Child A coat being removed and she sat on the carpet for education time. Child A's Mother is concerned that Child A was not directed to wash her hands.

On 05/25/2021, I spoke with Robin Brown, Program Director. We discussed the allegations regarding Child A being scratched on the face by Child B(three-year-old, female). I requested the camera footage from 05/20/2021.

On 06/01/2021, I spoke with Ms. Riggi. She told me that children wash their hands when entering the building, this is in accordance with their COVID 19 Plan. During the morning round up the children come in the building and wash their hands in the bathroom and sit on the carpet when they are finished. Children also wash their hands after activities/transitions in the classroom, when they come in the child care center from outdoor play, before and after they eat their meals and snacks, and whenever they use the bathroom.

APPLICABLE RULE	
R 400.8134	Hand washing.
	(3) Staff and volunteers shall ensure that children wash their hands at all of the following times: (d) When soiled.
ANALYSIS:	There is insufficient evidence to conclude that staff are not ensuring that children wash their hands when soiled.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Brittany Johnson, Child Care Staff Member was shaming and humiliating children. Brittany Johnson was observed hovering over a male child (name unknown)in an intimidating manner to discipline him.

Brittany Johnson was also observed pulling a chair out from Child B (three-year-old, female) and made her stand up for a period of time as a punishment and she leaned over to discipline her close to the face as well.

Child C was observed trying to hug Cheryl Kirksey, instead of Ms. Kirskey hugging Child C (three-year-old, female) back she pushed her in the stomach away from her.

Erin Brantley, Child Care Staff Member was observed inflicting a form of corporal punishment on a male child (name unknown), it is reported that Ms. Brantley snatched the child up.

Ms. Kirskey was observed raising her hand to slap a male child on 04/29/2021. On 05/24/2021, Ms. Kirskey was observed yelling on two occasions.

There were various incidents when staff were yelling at children and being rough with them.

It is reported that three children have been made to sit directly on the floor as a form of punishment by Ms. Kirskey, Ms. Brantley, and Ms. Johnson.

INVESTIGATION: On 05/25/2021, Child A's Mother told me that she observed Brittany Johnson, Child Care Staff Member inflicting both mental and emotional punishment on children such as shaming and humiliating them. She explained that she cannot say that the children are being threatened because the video access does not have sound.

Child A's Mother told me that she observed Ms. Johnson discipline Child A. According to Child A's Mother, Ms. Johnson was very close to Child A face. She also observed Ms. Johnson hovering over a male child (name unknown) to discipline. She reported that it appeared very intimidating.

Child A's Mother explained that Ms. Johnson then pulled out the chair from Child B (three-year-old, female), leaned over and was very close in Child B face to discipline her. Ms. Johnson made Child B stand up for a period as a punishment.

Child C's Mother reported that when she pulled up to the child care center Child C saw her through the window and she got up to hug Ms. Kirskey. Child C stated that Ms. Kirskey pushed Child C in the stomach which, gestured the child to move away from her. Child A's Mother told me that she told Ms. Brown what happened and asked to speak with Ms. Kirskey. According to Child C Mother Ms. Kirskey told her that she was asking Child C to have a seat. Child C Mother stated that Ms. Brown told her that disciplinary issues with employees cannot be discussed with parents because it is confidential.

Child A's Mother told me that she witnessed Erin Brantley snatch a male child up on camera. According to Child A's Mother there is another parent who is willing to speak about what she witnessed. She told me that the other parent made the report to Ms. Brown and she was told that Ms. Brantley knew the child and is able to discipline the child.

Child A's Mother told me that she observed Ms. Kirskey raising her hand to slap a male child on 04/29/2021. She told me that Ms. Kirskey did not hit the child, but it was a form of intimidation and threatening a child. The child continued to act up and it is reported that Ms. Kirskey snatched the chair that the male child was sitting on and moved it closer to her. She stated that the child almost fell out of the chair. Child A's Mother reported that she called and reported the incident. She was told that the incident was report to Ms. April Cole, District Manager.

Child A's Mother reported that on 05/12/2021, she witnessed Ms. Brantley or Ms. Johnson grabbing a child by both arms and roughly making him sit in one place.

Child A's Mother told me that she reported the incident to Ms. Cole, District Manager. Ms. Cole told her that she would request the video footage to review the classroom.

On 05/24/2021, Child A's Mother reported that when she was dropping Child A off, she could hear Ms. Kirskey yelling "sit down" and "clean that mess up" to her classroom. She is concerned that Ms. Kirskey raised her voice so loud that she could be heard at the front foyer.

It is reported that children are being made to sit directly on the floor as a form of punishment. Child A's Mother told me that she has witnessed three children being directed to sit directly on floor as a punishment by Ms. Kirskey, Ms. Brantley and Ms. Johnson. According to Child A's Mother she was told by Ms. Brown that one of the children's grandfather approved this type of punishment.

On 06/01/2021, I spoke with Ms. Jayln Riggi, Assistant Program Director. She told me that she has not observed Brittany Johnson shame or humiliate the children in the child care center. Ms. Riggi told me that she has not witnessed Erin Brantley inflict corporal punishment on any child, more specifically she has not witnessed Ms. Brantley snatch a child up. Ms. Brittany Johnson is no longer employed at the child care center, I was unable to interview her.

Ms. Riggi told me that she has not witnessed Cheryl Kirskey raise her hand to slap a male child. She explained that all of the child care staff members follow the child care center's positive guidance and redirection policy. The policy prohibits inappropriate redirection and promotes positive guidance techniques and redirection. According to Ms. Riggi the child care center has not received any other complaints regarding inappropriate redirection or discipline.

On 06/02/2021, Ms. Kirskey told me that she did not push Child C in the stomach when she tried to hug her. She explained that she would never push a child in the stomach or do anything to harm a child .

On 06/08/2021, I completed and onsite inspection I met with Ms. Brown, Program Director and Ms. Cole, District Manager. We reviewed the video footage from the childcare center and discussed the video footage that was sent to me regarding Ms. Brown stating that incident reports are not given to parent if children are not injured.

The video footage shows Child C;s Mother pulling up to the child care center as she explained however, it does not show Ms. Johnson pushing Child A away from her. The video footage did show Child A and Child C interacting for a short period of time in the block area. It does not show Child C hitting Child A with a basket. Ms. Riggi is also on the video interacting with the children and she did not see a scratch on Child A face.

Ms. Brown told me that she has never witnessed and received any reports regarding Ms. Brantley snatching a child. The child care staff are prohibited from using any form of discipline. The child care center using positive guidance and redirection. The word discipline is not utilized in the child care center.

Ms. Brown told me that she has never witnessed or received any reports that Ms. Kirskey raised her hand to slap a child. Ms. Cole reviewed the video footage and there was no footage that showed Ms. Kirskey raising her hand to slap a child. Ms. Moore was in the classroom with Ms. Kirskey and did not witness Ms. Kirskey raising her hand at any child.

Ms. Brown and Ms. Cole they both stated that they have not witnessed Ms. Brantley or Ms. Johnson grabbing a child by both arms and roughly making the child sit in one place. Ms. Cole reviewed the video footage and there was no footage that showed either child care staff being rough with any children.

Ms. Brown and Ms. Cole told me that child care staff do not yell at children or treat them roughly. They explained that all child care staff are trained to use the positive guidance and redirection. Ms. Brown and Ms. Cole both stated that they have not witnessed any of the child care staff yelling at children or being rough with children.

Ms. Brown explained that Ms. Kirskey does not yell at the children. The classroom door may be open and the child care center is small which may allow other to hear Ms. Kirskey if she is elevating her voice to give the children a directive such as "it is clean up time" or she may count to let the children know to clean up. Ms. Brown has her office door open and is able to monitor her staff.

I spoke Ms. Brown regarding the children being made to sit on the floor as a punishment. Ms. Brown and Ms. Riggi told me children are not allowed to sit in the kitchen at any time. Children may sit on the floor in the classroom if they need a moment due to behaviors exhibited in the classroom. Positive guidance and redirection are utilized. When children are made to sit by the child care staff it is for safety purposes.

On 06/29/2021, Child C's Mother reported that when she pulled up to the child care center, Child C saw her through the window and she got up to hug Ms. Kirskey. Child C stated that Ms. Kirskey pushed Child C in the stomach which, gestured the child to move away from her. Child A's Mother told me that she told Ms. Brown what happened and asked to speak with Ms. Kirskey. According to Child C Mother Ms. Kirskey told her that she was asking Child C to have a seat. Child C Mother stated that Ms. Brown told her that disciplinary issues with employees cannot be discussed with parents because it is confidential.

Child C Mother told me that she observed Ms. Brantley grab a male child and snatch him in the air. Child C Mother told me that when she reported what she saw on the

camera to Ms. Brown, she told her that Ms. Brantley knew the child personally, she knew a relative or she was related to the child.

Child C Mother reported that she saw a male child being made to sit on the dirty kitchen floor as a punishment. She is concerned that the child care staff are bullies.

On 08/17/2021, I attempted to interview Child C Mother. I was unable to leave a voicemail message.

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited. (a) Hitting, spanking, shaking, biting, pinching, or inflicting other forms of corporal punishment. (d) Inflicting mental or emotional punishment, such as humiliating, shaming or threatening a child.
ANALYSIS:	There is insufficient evidence to conclude that prohibited means of discipline has been used in the child care center.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Incident reports are not received for incidents that happened to Child A. Child A was picked up on 05/20/2021 and a scratched was observed on her face.

Child A was playing with dinosaurs with Child D (three-year-old, female). Child E (four-year-old, male) began hitting Child A and Child D with his hand. He also struck Child A with a dinosaur on her leg.

On 05/22/2021 Child G (four-year-old, male) kicked Child A in the behind. Child C (four-year-old, female) hit Child A.

INVESTIGATION: On 05/25/2021, I spoke with Child A's Mother. She stated that when she picked Child A up on 05/20/2021 there was a scratch on her face. Child A's Mother stated that she immediately ask what happened. Ms. Riggs told her that she was not in the classroom but, she would follow up with the child care staff the next morning and give Child A's Mother a call in the morning.

According to Child A's Mother, when she asked Child A what happened standing with Ms. Riggi present Child A stated that Child C scratched her when she snatched the basket from her. Child A's Mother reported that Ms. Riggi call her the morning of 05/22/2021 and told her that child care staff told her that Child A and Child C were playing with baskets however they never observed a scratch on Child A face and Child A did not cry. Child A's Mother stated that she did receive an incident report.

Child A's Mother stated that while she was observing the classroom video, she observed Child A playing with dinosaurs with Child D. Child E began hitting both of the children with his hand. Child E also struck Child A with the dinosaur on her leg. Child A was rubbing her leg. Child A's Mother stated that over the weekend Child A leg developed a bruise. Child A's Mother stated that she immediately reported the incident to Ms. Brown.

Child A's Mother stated that on 05/22/2021 at 4:43 p.m., she was observing the camera and she witnessed male child kick Child A in the behind. Child A's Mother immediately call Ms. Brown, she went in the classroom and separated the male child and Child A.

Child A's Mother reported that while Child A continued to play in the same area Child C hit Child A. She stated that she was able to contact Child C parents and tell them what happened. Child A's Mother reported that Child C called and apologized for hitting Child A. She is concerned that parents are not notified when their children are harming other children.

Child A's Mother stated that when she arrived to pick up Child A on 05/22/2021, she asked Ms. Brown for the incident reports for the incidents that occurred that day and the day before when Child A had a scratch on her face. According to Child A's Mother she was told by Ms. Brown that Child A was not scratched at the child care center and incidents are given to parents when children are injured at the child care center. Ms. Brown told Child A's Mother that Child A was not injured by the children on that day. She also told Child A's Mother that Child G was disciplined for kicking Child A. Child E did not hit Child A, both child care staff were in the classroom and did not observe Child A being hit.

I spoke with Ms. Riggi, Ms. Kirskey, Ms. Brantley, Ms. Cole, and Ms. Brown regarding Ms. Brown told me that when she received the call from Child A's Mother, she immediately went to the classroom to let the child care staff know. When she arrived in the classroom Child E was already separated from Child A and his behavior was address by Ms. Johnson. Ms. Brown explained to me that she never

told Child A's Mother that Child G was disciplined. Ms. Brown told me that she explained that she spoke with Ms. Cole, and they completed an investigation. She explained to Child A's Mother that she could not discuss another child with her.

During the onsite inspection I reviewed the video footage with Ms. Brown and Ms. Cole. Child G was hitting the dinosaur on the floor and Child A took the dinosaur from Child G, Child G then took the dinosaur back from Child A. Child G never hit Child A with the dinosaur, and he never hit Child A and Child C with his hand.

On 06/29/2021, Child C Mother reported that she received a call from Child A's Mother who informed her of that her that Child C had been involved in two incidents with Child A. She is concerned that she would have never found out if Child A's Mother did not contact her.

APPLICABLE RULE	
R 400.8155	Children accidents and incidents; child and staff illness.
	(1) A center shall have a written plan of how and when a parent is notified when personnel observe any of the following: (b) A child experiences an accident, injury, or incident.
ANALYSIS:	There is insufficient evidence to conclude that the child care center does not have a written plan of how and when a parent is notified when personnel observe a child experiences an accident, injury, or incident.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: The ratio is not being maintained in the preschool classroom.

INVESTIGATION: Child A's Mother reported that on 04/29/2021, she observed the child care staff member to child ratios to be out of compliance in the preschool classroom. According to Child A's Mother there was an infant brought in the classroom by Ms. Brantley. Child A's Mother reported that there are too many children in the classroom. Child A reported that she was concerned about the ratios and reported the information to Ms. Brown.

On 06/01/2021, I spoke with Ms. Riggi. She told me that a 1:10 ratio is maintained in the preschool classroom. Ms. Riggi told me that children are always supervised, and she observes all the classroom throughout the day. The camera view of the classrooms is monitored from the front desk.

On 06/02/2021, I spoke with Ms. Kirskey, she told me that the preschool classroom maintains a 1:10 ratio. She told me that the children are always supervised.

On 06/08/2021, Ms. Brown told me that Ms. Erin brought the infant in the classroom to visit her sibling who is in the preschool classroom.

I reviewed the attendance records for 05/20/2021-05/25/2021. The 1:10 ratio was maintained in the preschool classroom.

On 08/17/2021, I requested the attendance records for 04/29/2021 for the preschool classroom. On 08/18/2021, I reviewed the attendance record for 04/29/2021. The 1:10 ratio was maintained in the preschool classroom on 04/29/2021.

APPLICABLE RULE	
R 400.8182	Ratio and group size requirements.
	(3) In each room ore well-defined space, the maximum group size and ratio of child care staff members to children, including children related to a staff member or the licensee, must be as shown in Table 4: (c) Preschoolers, 3 years of age until 4 years of age shall maintain a child care staff member to child ratio of 1:10.
ANALYSIS:	There is insufficient evidence to conclude that the child care staff member to child ratio of 1:10 was not maintained.
CONCLUSION:	VIOLATION NOT ESTABLISHED

During the exit conference I spoke with Ms. Brown regarding the allegation that was not associated with a rule. The allegation was that Ms. Kirskey was observed serving food with gloves on and not changing her gloves to eat and serve the children a 2nd serving of food. Consultation was provided.

IV. RECOMMENDATION

I recommend no change in the status of the license.



09/07/2021

Nicole Gibby
Licensing Consultant

Date

Approved By:



09/07/2021

Shirley D. Baskin

Date

Area Manager