



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL
LANSING

DR BEVERLY WALKER
GRIFFEA
DIRECTOR

7/22/2024

Hastings Area Schools
232 W Grand,
Hastings, MI, 49058

License Number: DC080259698
Special Investigation Number: SI-00120306

Dear Hastings Area Schools,

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

Rule/Law Number	Rule Description
R 400.8182(3)	In each room or 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:

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

- I interviewed: program director, lead caregivers, child care staff members, and parents.
- I completed an on-site inspection on the following date: 03/19/2024

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

Rule/Law Number	Rule Description
R 400.8182(3)	In each room or 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:

Due to the violations, you must send us a [corrective action plan](#) by 8/12/2024. You can use our corrective action plan form or create your own.

If you need help writing the corrective action plan, please contact licensing consultant Tiara McKay at (269) 615-5758 or mckayt2@michigan.gov. 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 this report for accuracy and contact your consultant, Tiara McKay at (269) 615-5758 or mckayt2@michigan.gov. In the event that Tiara McKay is not available and you need to speak to someone immediately, please contact the Child Care Licensing Bureau at 517-284-9730.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Tiara McKay', with a long horizontal flourish extending to the right.

Tiara McKay, Licensing Consultant

Enclosure

**MICHIGAN DEPARTMENT OF
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL
CHILD CARE LICENSING**

Report Type: Special Investigation Report

Date of Report: 7/22/2024

Special Investigation Number	Complaint/Incident Receipt Date
SI-00120306	03/14/2024
Investigation Initiation Date	Report Due Date
3/15/2024	05/13/2024
License Number	Licensee Name(s)
DC080259698	Hastings Area Schools
Facility Name	Licensee Designee(s)
HASS CERC Child Care Center	Mary E Robinson
Program Type	Central Administrator(s)
Center	
Capacity	Program Director(s) Name
101	
Facility Address	Mailing Address
520 W. South Street Hastings, MI, 49058	232 W Grand Hastings, MI, 49058
Facility Phone Number	Facility Email Address
2698180040	mrobinson@hassk12.org
Original License Issuance Date	License Status:
9/4/2003	Regular
License Effective Date:	License Expiration Date:
11/24/2022	11/23/2024

ALLEGATION(S)

	Violation Established?	
On 03/05/2024, Program Director, Lead Caregiver 1, and Lead Caregiver 2 were talking in the jack and jill style bathroom that is between the Green Room and the Orange Room for about 15 minutes, leaving Child Care Staff Member 1 alone with 10 children in the Orange Room. The room is out of ratio other times as well.	Yes	

METHODOLOGY

Date	Activity
3/15/2024	Special Investigation Case Created SI-00120306
3/19/2024	Special Investigation Initiated via On-site

	from approximately 12:00-1:30 pm. Interviewed Program Director, Lead Caregiver 1, Lead Caregiver 2, Child Care Staff Member (CCSM) 1, CCSM 2, and CCSM 3.
4/23/2024	Contact – Phone Call Received Mary Robinson called to discuss current staffing and ratios.
6/13/2024	Contact – Phone Call Made To Child A's Mother.
6/13/2024	Contact – Phone Call Made To Child D's Mother.
6/13/2024	Contact – Phone Call Made To Child E's Mother.
6/13/2024	Contact – Phone Call Made To Child F's Mother. Left a voice mail message requesting a return call.
6/13/2024	Contact – Phone Call Made To Child G's Mother. Left a voice mail message requesting a return call.
6/13/2024	Contact – Phone Call Made To Child B's Mother.
6/13/2024	Contact – Phone Call Made To Child C's Mother.
7/17/2024	Exit Conference with Licensee Designee Mary Robinson.

ALLEGATION: On 03/05/2024, Program Director, Lead Caregiver 1, and Lead Caregiver 2 were talking in the jack and jill style bathroom that is between the Green Room and the Orange Room for about 15 minutes, leaving Child Care Staff Member 1 alone with 10 children in the Orange Room. The room is out of ratio other times as well.

INVESTIGATION:

I conducted an unscheduled onsite inspection on 03/19/2024. I interviewed Program Director, Lead Caregiver 1, Lead Caregiver 2, Child Care Staff Member (CCSM) 1, CCSM 2, and CCSM 3.

Program Director stated that on 03/05/2024 she was in the bathroom while Lead Caregiver 1 and Lead Caregiver 2 were changing diapers. It was about 8:00 am. She explained that the Green Room and the Orange Room are combined first thing in the morning until after 8:00 am diaper changes. When diaper changes are complete, the children and staff members go to their assigned rooms. On 03/05/2024, Program Director came to work early due to a transportation issue. When she came in, she went to talk to Lead Caregivers 1 and 2. They were in the bathroom changing diapers at the time. She said that this did not last long and that all three of them were available to the children and to the child care staff member that was in the room with the children that

were not getting their diapers changed. She denied that this is something that happens regularly.

Lead Caregiver 1 works in the Green Room. She explained that she opens the Orange Room every morning and that the Green Room and Orange Room are combined in the Orange Room until after 8:00 am diaper changes. She said Program Director sometimes comes in to talk to them during scheduled diaper changes, but not usually first thing in the morning, as Mary Robinson is not normally at work at that time. When diaper changes are taking place, the doors to the bathroom are always open and the staff members in the bathroom can hear what is going on in the classrooms and are available to the children and staff members in the classroom if needed. They only remain in the bathroom until they are finished changing diapers.

Lead Caregiver 2 works in the Orange Room. She recalled a time when she and Lead Caregiver 1 were in the bathroom changing diapers and Program Director was in the bathroom talking to them. She only recalled it happening one time and she estimated that it was for about five minutes. She said the bathroom doors were propped open so that they could hear what was happening in the classroom and be available to the children and staff in the room. She said either CCSM 1 or CCSM 2 would have been working with them at that time. She could not recall for certain which one it was.

My interview with Lead Caregiver 2 took place in the Orange Room, as she was the only staff member present at the time and could not leave the room. I observed the Orange Room to be a long, narrow room, with the bathroom at one end of the room. The door to the bathroom was propped open while I was there. The children were napping at the time. No diapers were being changed while I was there. Lead Caregiver 2 was present with eight children during our interview.

CCSM 1 said that the Orange Room is out of ratio every morning. On 03/05/2024 Program Director was in the bathroom talking to Lead Caregivers 1 and 2 while they changed diapers. This took place for about 15 minutes. CCSM 1 was in the classroom with about 10 children at the time. On the date of the onsite inspection, CCSM 1 said that she arrived at work at 7:30 am and Lead Caregiver 1 was present with eight children. She said this has been the case a number of times in the last few weeks. She has spoken to Lead Caregiver 2 about it, and Lead Caregiver 2 acknowledged that it is an issue.

CCSM 2 recalled arriving for work one day when Program Director was in the bathroom with Lead Caregivers 1 and 2 while they were changing diapers. CCSM 1 was in the Orange Room with 8 or 10 children at the time. She arrived at 8:00 am and the staff did not come out of the bathroom until about 8:30. CCSM 2 said the room is often out of ratio in the morning, and sometimes other times of day, such as nap time.

CCSM 3 had no knowledge of Lead Caregivers 1 and 2 and Program Director being in the bathroom for during diaper changes, leaving another caregiver alone with 10 children. She said that to her knowledge, the Orange Room is always in ratio.

Before leaving, I spoke again with Program Director. She acknowledged that the Orange Room was currently out of ratio and said that was often the case at nap time, as it was her understanding that it was okay for staff to leave while children were napping.

I spoke with Program Director on 04/23/2024. She advised that she hired additional child care staff members and that the center is no longer out of ratio at any point in the day.

I spoke with Child A's Mother, Child B's Mother, Child C's Mother, Child D's Mother, and Child E's Mother on 06/13/2024. I attempted contacts with Child F's Mother and Child G's Mother, but was unsuccessful in reaching them.

Child A's Mother said that she brings Child A in for care between 7:30 and 7:45 am. She estimated that about one time a week she would see a child care staff member alone with "eight kids or better". She is never present at the center at nap time so could not speak to ratios during that time.

Child B's Mother said that she has seen one child care staff member with more than four children "often". She said normally two child care staff members are present at nap time, but she has seen just one present on at least one occasion. She said she has no concerns or complaints. She said "I love it there".

Child C's Mother, Child D's Mother, and Child E's Mother all denied seeing the Orange Room out of ratio at any time. None of them had any concerns about ratios. Child E's Mother said she has an older child that likes to stay in the Orange Room with her younger sibling sometimes. The child care staff members only allow it if they are within ratio. Regarding the child care center, Child E's Mother said, "I would never speak negatively about them because I love them".


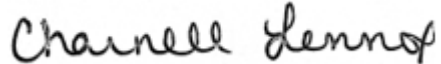
RULE/STATUTORY VIOLATIONS:

APPLICABLE RULES	
R 400.8182(3)	In each room or 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:
ANALYSIS:	The Orange Room was out of ratio on the date of my onsite inspection, 03/19/2024, during nap time, when Lead Caregiver 2 was alone with eight children. Program Director and Lead Caregiver 2 stated that the Orange Room is often out of ratio during nap time, as it was their understanding that the room did not have to be in ratio while the children were napping. The

	room was within ratio while Program Director was in the bathroom with Lead Caregivers 1 and 2, as they were all still in the room and available to children and staff.
CONCLUSION:	Violation Established

BUREAU RECOMMENDATION

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

Approved By:			
			
Tiara McKay Consultant	07/22/2024 Date	Charnell Lennox Area Manager	07/22/2024 Date