



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

REDACTED REPORT

June 27, 2022

Stevensville United Methodist Church
5506 Ridge Rd
Stevensville, MI 49127

RE: License #: DC110097117
Investigation #: 2022D0220008
Stevensville U M Children's Center

Bette Mallen

Dear Ms. Mallen:

I conducted a special investigation because the child care licensing division received information regarding your facility that related to licensing rules or law. The information was related to the following:

- R 400.8125 (1) Staff; volunteer; requirements.
- R 400.8137 (6) Diapering; toileting.
- R 400.8140 (1) Discipline.
- R 400.8140 (2) Discipline.

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

- I interviewed the person who made the complaint, program director, licensee designee, child care staff members, and parents.
- I completed an on-site inspection on the following dates: 05/05/2022.

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

- R 400.8125 (1) Staff; volunteer; requirements.**
- R 400.8140 (1) Discipline.**
- R 400.8140 (2) Discipline.**

I recommend no change to the current license status.

Due to the violations, you must send us a corrective action plan by 07/11/2022. 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"/>

You will be sent two copies of this report. One is **not for public disclosure**, and one is a **redacted report**.

- The report marked **not for public disclosure** is for your records only. This copy may contain legally protected information. It must not be placed in your licensing notebook.

The report marked **redacted report** may have some legally protected information blacked out. The **redacted report** and any related corrective action plans must be placed in your licensing notebook. The **redacted 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,



Amy Steger, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
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(269) 568-2915

enclosure

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

I. IDENTIFYING INFORMATION

License #:	DC110097117
Investigation #:	2022D0220008
Complaint Receipt Date:	05/05/2022
Investigation Initiation Date:	05/05/2022
Report Due Date:	07/04/2022
Licensee Name:	Stevensville United Methodist Church
Licensee Address:	5506 Ridge Rd Stevensville, MI 49127
Licensee Telephone #:	Unknown
Administrator:	Bette Mallen, Designee
Licensee Designee:	Bette Mallen, Designee
Name of Facility:	Stevensville U M Children's Center
Facility Address:	5506 Ridge Road Stevensville, MI 49127
Facility Telephone #:	(269) 429-1069
Original Issuance Date:	08/17/2001
License Status:	REGULAR
Effective Date:	02/11/2022
Expiration Date:	02/10/2024
Capacity:	61
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
Child Care Staff Member (CCSM) 1 is physically and mentally abusive towards children.	No
CCSM 1 hits and kicks children.	Yes
CCSM 1 put soap in Child A's mouth.	No
CCSM 1 tried to put Child B's head in a toilet.	No
CCSM 1 asked another CCSM to hold Child B's arms behind their backs to allow other children to hit them.	No
CCSM 2 told another CCSM to pretend to trip and fall on children and cough on them.	No
CCSM 1 leaves children in soiled diapers for long periods of time.	No
Additional Findings	Yes

III. METHODOLOGY

05/05/2022	Special Investigation Intake - 2022D0220008
05/05/2022	Contact - Document Sent Text and email exchange with [REDACTED].
05/05/2022	Special Investigation Initiated - On Site Onsite from approximately 2:30 PM until 5:00 PM. Interviewed Licensee Designee (LD), Bette Mallen, Child Care Staff Member (CCSM) 1, CCSM 2, and CCSM 3.
05/06/2022	Contact - Telephone call made Telephone contact with Child A's Mother and Father and Child B's Father.
05/10/2022	Contact - Telephone call made Telephone contact with CCSM 4 and CCSM 5. Attempted telephone contact with CCSM 6 and CCSM 7 and former CCSM 8.

05/10/2022	Contact - Document Sent Email sent to former CCSM 8.
05/11/2022	Contact - Document Received Email received from CCSM 8.
05/11/2022	Contact - Telephone call made Telephone contact with CCSM 2, CCSM 3, and LD, Bette Mallen.
05/12/2022	Contact - Document Received Email exchange with CCSM 2 and [REDACTED].
05/16/2022	Contact - Telephone call made Telephone contact with [REDACTED], CCSM 6, CCSM 7, former CCSM 8, Child C's Father, Child C's Mother, Child D and Child E's Mother, CCSM 2, CCSM 3, and LD, Bette Mallen.
05/17/2022	Contact - Document Received Email exchange with CCSM 2.
05/25/2022	Contact - Telephone call made Telephone contact with [REDACTED] [REDACTED]
05/28/2022	Inspection Completed-BCAL Sub. Compliance
06/23/2022	Contact – Telephone call made Attempted telephone contact with licensee designee, Bette Mallen.
06/24/2022	Exit Conference Telephone contact with licensee designee, Bette Mallen.

ALLEGATION: Child Care Staff Member (CCSM) 1 is physically and mentally abusive towards children. CCSM 1 hits and kicks children. CCSM 1 put soap in Child A's mouth. CCSM 1 asked another CCSM to hold Child B's arms behind their backs to allow other children to hit them. CCSM 2 told a CCSM to pretend to trip and fall on children and cough on them.

INVESTIGATION: I received this complaint on 05/05/2022. [REDACTED]
[REDACTED]

During the onsite inspection on 05/05/2022, [REDACTED] I advised licensee designee, Bette Mallen, CCSM 2, and CCSM 3 of the allegations and conducted interviews.

CCSM 2 stated that she did not believe that any of the allegations were true. She denied having any concerns regarding CCSM 1 and indicated that no other CCSMs have expressed concern to her. CCSM 1 and CCSM 2 used to work in the same classroom together. CCSM 2 has since observed CCSM 1 in the classroom without noting any concerns. CCSM 2 has never seen CCSM 1 be mean to any children and said that she is a "sweet lady" who truly cares about children. She advised that the center recently fired CCSM 8 due to multiple concerns including attendance issues, talking inappropriately to parents, being on her telephone, and consuming a marijuana edible while working at the center. CCSM 4 had recently received a verbal warning due to attendance.

CCSM 2 stated that she cannot believe that CCSM 1 would put soap in Child A's mouth or try to put Child B's head in a toilet. The CCSMs usually take children to the bathroom in a group but there is potential for CCSM 1 to be alone with children in the bathroom. She advised that Child A and Child B have typical behaviors for their age, and both have limited verbal skills. [REDACTED]

I asked CCSM 2 about discipline techniques used by the center and to provide a copy of the discipline policy. She indicated that the center mostly uses redirection. They recently completed a review of the positive discipline training. CCSM 1 just handed in her test, and it had not been reviewed yet.

[REDACTED] I interviewed CCSM 3 regarding the allegations. She stated CCSM 1 has been working as a lead caregiver for the center for approximately 2-3 years. CCSM 1 worked in a classroom with CCSM 2 and there had never been any concerns. CCSM 3 expressed that the center recently fired CCSM 8 due to numerous concerns including being absent and consuming a marijuana edible while working and CCSM 4 was also recently written up for attendance issues. CCSM 3 denied having any concerns with CCSM 2. She said that CCSM 2 has been on their staff for approximately six years and is one of the most encouraging people at the center. She is invested and always checks in on staff and can address any issues. CCSM 3 stated that she does not believe that CCSM 1 would hit or kick any children, allow children to hit each other, put their heads in a toilet, or put anything in their mouths. She has never even heard CCSM 1 raise her voice.

[REDACTED] I observed CCSM 1 in the classroom. There were 10 children present. CCSM 1 was reading a book during circle time. I observed her to use redirection and asking children to sit next to her during circle time when they were not listening. Child A and Child B were observed and there were no visible marks or injuries on either child.

[REDACTED] I interviewed licensee designee, Bette Mallen. She visits the center approximately two to three times per week unannounced to check in. She did not have any concerns and did not know of any parent concerns. There are the typical incident and injury reports that are sent home. She interviewed all the CCSMs in December and received “overwhelmingly positive” feedback. She denied that there is any physical or verbal abuse occurring and CCSMs may guide children by their shoulders but nothing that would be considered abusive. Ms. Mallen did not have any concerns regarding CCSM 1 or CCSM 2.

[REDACTED] I interviewed CCSM 1 regarding the allegations. She said that she has never hit or kicked any child and denied using any physical discipline. If the children are fighting, she may take their hand and pull them away from each other. She may also help a child move to another area by guiding them. If the children are biting, she will put them at a table and make them focus on a book or color and someone sits with them. This allows them to think about their choices. She advised that she recently got additional information about biting since this had been an issue with Child B biting recently. He lunges at the other children. She tells him “We don’t want to hurt our friends.” She denied that she has asked any CCSMs to hold children or allow children to harm each other.

CCSM 1 denied that she has put any substances in any children’s mouths. CCSM 1 indicated that she has washed Child A’s face with soap on a washcloth because his face was dirty. She helps them wash their hands and will help wash their faces if its needed. Child A has been spitting but she does not consider it a problem. They just sit him down and talk to him and he stops.

CCSM 1 stated she did not attempt to put any children’s heads anywhere near a toilet. Child B is still in diapers. They are working on potty training and two of the children in the classroom are potty trained. Those children are using the toilet, so it is flushing occasionally while they are in the bathroom, but not because she is putting their heads in the toilet.

CCSM 1 denied that she has had any concerns regarding CCSM 2. She has never heard CCSM 2 encourage other CCSMs to hurt or cough on children. She is kind and seems to really like it at the center.

CCSM 1 stated she likes to do things the “right way” and is “fussy” about her job. She expressed concern about the timing of the complaint as former CCSM 8 was let go due to things “not going well.” She was disappointed in former CCSM 8 due to some of her behaviors and “things she should not have done.”

[REDACTED] I spoke over the telephone to Child B’s Father on 05/06/2022. He denied having any concerns and has had “nothing but the best experience.” When there have been “scuffles” it has been handled professionally. Child B has never had any marks or injuries that have been concerning and just the

normal scratches from other children. He often asks Child B what he did that day. Child B likes CCSM 1 and all the other CCSMs. He does not believe any of the allegations are true. CCSM 1 has always been "graceful."

Child B's Father has met CCSM 2 and does not believe the allegations regarding her are true either. He trusts all the CCSMs. I asked Child B's Father about the discipline methods used in the classroom. He advised that Child B is "isolated." Sometimes he is isolated with a caregiver and other times he plays by himself. He did not have concerns regarding the center's discipline practices.

[REDACTED] I spoke over the telephone with Child A's Mother and Father on 05/06/2022. They denied having any concerns regarding the facility and stated it is the "best child care." They have received some incident reports. One was due to bumping another child's head. Child A likes CCSM 1 and being dropped off. He goes running into the center. They do not believe the information provided in the allegations are accurate.

Child A's Mother and Father said that CCSM 2 is very attentive and do not have any concerns regarding her or the care provided at the center. There was a time when Child A was crying and CCSM 2 rushed into the room to check on things. There have never been concerns with any of the CCSMs. Child A's Mother and Father said they are not sure what discipline is used in the classroom.

[REDACTED] I spoke with CCSM 4 over the telephone on 05/10/2022. She has worked with CCSM 1 and observed her to be "rough on kids." CCSM 1 has smacked and kicked children. Every time CCSM 1 says "no" it is also a hit. When Child B kicks another child, CCSM 1 will kick him back. Child B is scared when he is around CCSM 1. CCSM 4 thinks CCSM 1 is abusing children when she is trying to discipline them. CCSM 1 uses a slap which is hard enough to make children cry. There is some aggression behind it. This happens to Child A and Child B the most but also to Child C and Child D. CCSM 1 will hit or kick any of the children who are acting up. CCSM 4 has observed CCSM 1 hit Child B on the head, near the ear, hands, arms, back, and waist. It is sometimes red, but it goes away and does not leave a mark.

CCSM 4 advised that CCSM 1 will tell other children to "go get them" and that means they can go attack other children. CCSM 1 said that since there is an investigation, she cannot hit or discipline children anymore, so she has the other children do it. She said the day after the initial onsite inspection, CCSM 1 had Child C hit Child B resulting in a large scratch on his face. She advised that she is not allowed to submit incident reports and only the lead caregivers can talk to parents or fill out incident reports. Child B's Father did ask about the mark, and she said that she could not talk about it, and he would need to ask the lead caregiver. CCSM 1 made a comment about Child B acting out because she cannot hit him and feels it is the only option to get him to listen.

CCSM 4 indicated that CCSM 1 will hold children's hands behind their backs and allow other children to hit and kick that child. Sometimes, she will hold children between her legs while she is sitting on a chair and allow them to get beat up. CCSM 4 stated that she was sitting with Child B on her lap and CCSM 1 sent Child C to "get him" which means hit and kick. CCSM 4 stopped Child C and told her to go play.

CCSM 4 said that CCSM 1 took Child A into the bathroom. Child A had been spitting. When they got back to the classroom, CCSM 1 told CCSM 4 that she put soap in Child A's mouth. When Child A started spitting again, CCSM 1 said "Do you want to go to the bathroom again?" CCSM 4 denied that Child A was crying when he returned from the bathroom. Child A had been spitting on children "every time we turned around" but has only spit a couple times since then and CCSM 1 says "What happens when we spit?" [REDACTED] asked CCSM 4 if the soap could have gotten into a child's mouth from washing their face. CCSM 4 said that they use a diaper wipe to clean children's faces in the classroom and they do not take the children to the bathroom to wash their face.

CCSM 4 said that CCSM 1 told her that Child B was misbehaving in the bathroom. He was going under the stall and running away from her, so she was going to put Child B's head in the toilet and flush. Since he was fighting her, she only got it halfway there and then stopped. CCSM 1 tells CCSM 4 to do that to Child C if she is misbehaving. CCSM 4 asked CCSM 1 if she really did that and CCSM 1 said yes and told her to do it as well.

CCSM 4 states that CCSM 2 is aware of the children's behavior and how CCSM 1 is disciplining children. CCSM 4 said that CCSM 2 just does not care. When CCSM 4 has tried to talk to CCSM 2 about Child B's behaviors, CCSM 2 has instructed CCSM 4 to accidentally cough or pretend to trip and fall on Child B and said "Yeah, I know all the loopholes." Since the investigation began, CCSM 2 is in and out of the classroom taking notes. CCSM 1's behavior is "night and day" when CCSM 2 is in the room observing them.

I asked CCSM 4 about discipline techniques used in the classroom. She stated that she tells them "No" and "We don't hit our friends" and moves them away from the problem. CCSM 5 uses similar discipline techniques saying no and has them walk away. She advised that everyone except CCSM 1 uses "no" with redirection. CCSMs are not supposed to use time out or hit the children. CCSM 1 disciplines using "aggression" and "emotion." She observed CCSM 1 pulling children across the room. CCSM 1 was pulling Child B across the room and Child B was holding onto another child, so CCSM 1 was dragging them both. CCSM 4 said that when CCSM 1 starts to get tired, that is when she starts to yell and then the hitting and kicking start.

CCSM 4 stated that the day after the initial onsite inspection, each CCSM was pulled into the center office and questioned about the allegations. The administration said whoever made the complaint was going to get fired. This made her uncomfortable.

[REDACTED] I interviewed CCSM 5 over the telephone on 05/10/2022. She advised that she has worked with CCSM 1. She has observed CCSM 1 use an "old fashioned" style of discipline such as grabbing and slapping children's hands. She did not think it was abusive and CCSM 1 does not seem like an abusive person. Children have had marks and injuries from other children such as a scratch on the face, but she has not seen any marks or injuries caused by an adult.

I asked CCSM 5 about the discipline used in the classroom. She stated that children sit in the corner or are put on the side to sit out. There was a situation which seemed "rough" when CCSM 1 grabbed a child and put them in a chair. Children have also received a hand smack.

CCSM 5 said she was told that spitting was an issue, and the children were spitting on each other. She was not aware of soap being put in children's mouths as a result. She was not aware of children's heads being put in or near the toilet as a form of discipline. She is aware that some of the children have behavioral issues including Child A, Child B, and Child C who are often hitting, kicking, punching, biting, and scratching each other. She is not sure if the center administration is aware. She stated that she knows the CCSMs are stressed due to the children's behavior. She advised the CCSMs are not allowed to talk to the parents and that the leads are the ones who are responsible for doing the communicating with parents. She indicated that it is hard when parents are picking up and she has to tell them to ask the lead caregiver.

CCSM 5 denied having any concerns with CCSM 2. She stated that CCSM 2 is not in the office very often and that leaves them low on staff and then they are not within ratio. She does think that CCSM 2 cares about children. There was one situation when she brought a child down to the office for behavioral issues, CCSM 2 mentioned that they should just kick him or punch him. She laughed it off and assumed CCSM 2 was joking.

CCSM 5 advised that CCSMs were each interviewed by the center administration regarding the allegations. They said whoever called would be fired. This made her feel uncomfortable.

[REDACTED] I made telephone contact with former CCSM 8 on 05/16/2022. She previously worked at the center with CCSM 1 prior to being fired for allegedly eating a marijuana edible during work hours. She denied consuming marijuana and stated she offered to take a drug test, but they just fired her instead.

I asked former CCSM 8 to describe the discipline used in the classroom. She advised that CCSMs get onto the children's level and talk face to face. They would have children sit down, and sometimes a CCSM would sit with them. CCSM 1 would give the children a "pat" on the back of the hand but did not use any other type of physical discipline. She did not think spitting was a problem or that children were being disciplined for spitting. She advised that sometimes the children would fight but denied that CCSM 1 was encouraging children to fight with each other. If there was a fight, they usually just have them drop the toy and walk away. She did not have any direct knowledge of CCSM 1 putting soap in any child's mouth or trying to put their head in the toilet.

Former CCSM 8 has not heard CCSM 2 encourage anyone to fall on or cough on children. All CCSM 2 does is sit at the desk all day. The classrooms will be over ratio and CCSM 2 will not help. There are unrealistic expectations for programming and the CCSMs do not understand what they are supposed to be doing with the children. The administration does not know how to explain or show CCSMs ways to implement programming. They just give a packet and do not tell them anything or help them.

On 05/16/2022, [REDACTED] I spoke over the telephone to Child C's Father. He advised that he does the drop off and pick up at the center. He denied having any concerns regarding the center or CCSMs. He knows that CCSM 1 has shifted her hours recently. Child C is "feisty" and was getting in trouble for biting. When they changed CCSM 1's schedule, it resolved the issue. The last two weeks Child C has gotten some bites. The only other thing he gets reports about are fights over toys. The children seem to like it at the center. He denied having any concerns regarding CCSM 2. They are happy with the care provided by the center.

Telephone contact with Child C's Mother on 05/16/2022 with [REDACTED] [REDACTED] Child C's Mother did not have any concerns regarding the care provided at the center. She has not noticed any marks or injuries on her children. She likes CCSM 1 and has not had any issues. I asked about what type of discipline occurs and she stated that the children are required to apologize and give a hug. There is also time out where they sit in the corner or other spot to relax. She has received some incident reports due to things like bites or when Child C hit her head on the playground. She denied having any concerns with CCSM 2.

Child D and Child E's Mother contacted [REDACTED] on 05/16/2022 and we spoke over the telephone. She advised that she had heard about the investigation and wanted to call and find out what was going on. I asked if she had any concerns regarding the center. She denied having concerns and has not experienced any specific issues. She advised that Child E does not really like to be around CCSM 1, but she does not know why. She did not have any direct knowledge of any of the allegations but stated that they have not had any bad experiences. She stated that she knows Child F has been placed into timeout, but

Child F is over 3 years of age. She was not sure if children under 3 years of age are placed into a time out.

████████████████████ I interviewed CCSM 6 over the telephone. She stated that she has worked with CCSM 1 and does not have any concerns. She denied using or seeing any CCSM use physical discipline. I asked about discipline in the classroom. She advised there is “no set plan.” She has not been told what to do and “everyone does it differently.” She has witnessed verbal warnings, redirection, and removing children from the situation and having them sit in a chair. If it is really bad, they take the children to CCSM 2 in the office.

I asked about having the children sit in a chair and she stated it is more of time out situation and adults are near by but not interacting with the child. If the children won't sit in the chair, they will “hold the child in their lap in a hug” or have them sit next to them and hold their hand. CCSM 6 stated it is not really physical punishment but more just “holding them in place.” If the children are spitting, they are separated and told not to do that or to “keep to themselves.” She said that she could see how someone with a “less stern” discipline style could be concerned because CCSM 1 constantly puts children in chairs, gets down on their level and yells a lot, and holds them so they can't move. The only marks CCSM 6 has seen on children have been caused by other children.

CCSM 6 did not have any knowledge of CCSM 1 putting soap in children's mouths or putting their heads in or near a toilet. She denied that children were encouraged to fight with each other. She denied that CCSM 2 has ever encouraged anything negative be done towards children.

████████████████████ I interviewed CCSM 7 over the telephone on 05/16/2022. She stated that she has worked with CCSM 1. CCSM 1 is controlling and dictates the classroom. CCSM 1 will get in children's faces and can lash out and hit and kick at the children. She has observed CCSM 1 physically discipline children including slapping children's hands, hitting their bottoms, and hitting around their faces near the cheek. She advised that it is not very hard, but it does make them cry probably because they are scared, and this is supposed to be a safe place. She denied seeing marks on children. CCSM 1 also says things to the children that are unkind including calling them names like “brat” and “snot.” She stated this behavior occurs on and off all day long unless the administration is in the classroom. CCSM 1 seems “comfortable doing it.” There are approximately five to six times a day she observes CCSM 1 to interact with children in a concerning way. It generally would happen when CCSM 1 started to get frustrated. She advised that this is not happening now that there is an investigation. Now CCSM 1 is just being rude to children.

CCSM 7 denied that she has heard CCSM 1 talk about using soap in children's mouths. She does not have any knowledge of CCSM 1 trying to put children's

heads in the toilet. She has not seen CCSM 1 encourage children to fight or harm each other.

CCSM 7 advised that she does not really have any concerns with CCSM 2. She has not heard her encourage anyone to fall on children or cough on them. On one occasion, she told CCSM 2 that a child forgot their lunch and she said "So?" But then called the child's parent to get food.

CCSM 7 stated that children are being put into time out when they misbehave. Child B is often put into time out during story time and play time. She feels that Child B gets put into time out too many times. CCSM 1 segregates him into a corner so she can see him. She has observed CCSM 1 yelling and being physical with children.

I attempted telephone contact with licensee designee, Bette Mallen, on 06/23/2022. We spoke over the telephone regarding the exit conference on 06/24/2022. I provided technical assistance on ratio requirements. We discussed positive discipline techniques. She agreed to have CCSM 1 work with children who were verbal and able to report any 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:	Child Care Staff Members were not providing appropriate care and supervision to children when inappropriate discipline techniques were used with children including physical discipline, name calling, and holding children.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(1) Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation must be used.

ANALYSIS:	CCSM 1 was not using positive methods of discipline with children when she physically disciplined children, name calling, and restraining them.
CONCLUSION:	VIOLATION ESTABLISHED

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.
ANALYSIS:	CCSM 1 was using physical discipline including hitting children on their hands.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (b) Placing any substances in a child's mouth, including but not limited to, soap, hot sauce, or vinegar.
ANALYSIS:	There is not enough evidence to support that CCSM 1 put soap in a child's mouth.
CONCLUSION:	VIOLATION NOT ESTABLISHED

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (b) inflicting mental or emotional punishment, such as humiliating, shaming, or threatening a child.

ANALYSIS:	There is not enough evidence to support that CCSM 1 put a child's head in the toilet or encouraged children to harm each other.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: CCSM 1 leaves children in soiled diapers for long periods of time.

INVESTIGATION: During the interview on 05/05/2022 [REDACTED] I conducted, CCSM 2 advised that she had addressed diapering concerns with former CCSM 8. When checking in on the classrooms, she would sometime "smell diapers" and would ask the CCSM working to check and change the children. There has never been a concern while CCSM 1 is working.

CCSM 3 advised CCSM 1 changes children's diapers according to a schedule which is posted in the classroom. They take the diapers into the bathroom, the children line up, and one by one they are changed. CCSM 3 said she was not aware of any rashes on children or that they are not being diapered appropriately. She indicated that there was one incident she recalls that she had to talk to former CCSM 8 about a Child B's diaper that was not changed when his mother arrived to pick up. Child B's Mother changed Child B in the bathroom before leaving. CCSM 3 said that it looked "kind of dried" so they talked with the CCSMs about making sure to check and change diapers. Children generally go through three to four diapers per day.

Ms. Mallen has not observed diapering. She has not known children to be left in diapers too long. The only time they would be sitting in a dirty diaper is if they had to wait their turn. She has not known of any rashes on children due to not being diapered appropriately.

CCSM 1 advised they take children to the bathroom in groups. She generally changes the boys. They are "strict and firm" about checking diapers every hour and taking children to the bathroom. If the children need to go at other times, they take them. She sometimes has other CCSMs with her in the bathroom while changing diapers, but she is often alone. Both Child A and Child B are still in diapers. They do sit on the toilet and try sometimes as they are working on potty training. When the children have a bowel movement, they lay them down to change the diaper. Two of the children are potty trained. CCSM 1 advised that she changed 23 diapers in one day. She denied that there have been any rashes due to the center not changing diapers but that a couple times parents have brought diaper cream.

Child B's Father stated that he has never had a concern with diapering. The center provides reports. They are checking diapers every couple of hours and Child B is changed approximately three times per day.

Child A's Mother and Father said that they receive a daily sheet with information regarding diapering. There was one incident when Child A's Mother picked up and Child A had a fresh bowel movement. She changed him before leaving the center. She said that was unusual and there have not been concerns regarding diapering.

CCSM 4 advised that they should be checking diapers once an hour but that does not happen. She is checking diapers at 9:00 AM, lunch, and nap. CCSM 4 stated that CCSM 1 has left children in dirty diapers. One child did not want to be changed, so CCSM 1 said "I don't care, sit in it then." CCSM 1 leaves children in dirty diapers if they are acting out that day. CCSM 4 indicated that the boys ask her to change them. She does not know what is going on, but they do not want CCSM 1 to change their diapers.

CCSM 5 did not have any concerns with diapering. There was one CCSM that put children's diapers on backwards but when they told her, she fixed it. There was one child that got a rash because they had a sensitive bottom.

Former CCSM 8 did not have any concerns regarding diapering. She stated that CCSM 1 showed her how to do standup diapering. She denied that there were any rashes. Some children did not like to get their diapers changed. She stated she would always check diapers before she left. She knows there is one CCSM that does not like to change diapers, but it was not CCSM 1.

Child C's Father did not have any concerns regarding diapering. He gets a daily sheet. There have not been any rashes and he is required to bring diapers regularly.

Child C's Mother did not have any concerns regarding diapering.

Child D and Child E's Mother stated that her children are potty trained but still "pooped their pants a couple times" when she had picked them up from CCSM 1's classroom.

CCSM 6 denied that there were any concerns regarding diapering practices. They keep track of when children are diapered, and they change them regularly.

CCSM 7 stated that children had full diapers and it seemed like CCSM 1 was putting off changing them. She does not know why. She hopes it was not to be cruel but is not sure why they were not getting changed as frequently.

APPLICABLE RULE	
R 400.8137	Diapering; toileting.
	(6) Diapers and training pants must be checked frequently and changed when wet or soiled.

ANALYSIS:	Children’s diapers and training pants were being checked frequently and changed when wet or soiled. The center administration addressed concerns appropriately.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ADDITIONAL FINDINGS:

Investigation: During the investigation, Ms. Mallen, CCSM 1, CCSM 2, CCSM 3, and CCSM 4 denied that time out is used with children under 3 years of age.

Child B’s Father stated that Child B is “isolated” as a form of discipline. Child B is sometimes with a CCSM and other times he plays by himself. CCSM 5 advised that children sit in the corner or are put on the side to sit out. Former CCSM 8 stated that children were asked to sit down as a form of discipline and sometimes CCSM would sit with them. Child C’s Mother stated that children are given time out and are required to sit in the corner or other spot to relax as a form of discipline. CCSM 6 reports having children sit in a chair as a form of discipline. CCSM 7 stated that children are being put into time out.

APPLICABLE RULE	
R 400.8140	Discipline.
	(2) All of the following means of punishment are prohibited: (i) Time out must not be used for children under 3 years of age.
ANALYSIS:	CCSMs are using time out for children under 3 years of age.
CONCLUSION:	VIOLATION ESTABLISHED

IV. RECOMMENDATION

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

Amy Steger

06/27/2022

Amy Steger
Licensing Consultant

Date

Approved By:

Yolanda Sims

06/27/2022

Yolanda Sims
Area Manager

Date