



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

**REDACTED REPORT**

March 8, 2023

Kacie Vaughn  
Foster Adoptive Family Resource  
415 South 28th Street  
Battle Creek, MI 49015

RE: License #: DC130292463  
Investigation #: 2023D0207006  
Take-A-Break Childcare Center

Dear Ms. Vaughn:

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 400.8140(1) Discipline.

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

- I interviewed the program director, child care staff member, parents, and others with relevant information.
- I completed on-site inspections on the following dates: 01/31/2023.

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.

<b>During this special investigation:</b>	<b>Yes</b>	<b>No</b>
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,



Charnell Lennox, Licensing Consultant  
611 W. Ottawa  
P.O Box 30664  
Lansing, MI 48909

enclosure

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

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	DC130292463
<b>Investigation #:</b>	2023D0207006
<b>Complaint Receipt Date:</b>	01/31/2023
<b>Investigation Initiation Date:</b>	01/31/2023
<b>Report Due Date:</b>	04/01/2023
<b>Licensee Name:</b>	Foster Adoptive Family Resource
<b>Licensee Address:</b>	415 South 28th Street Battle Creek, MI 49015
<b>Licensee Telephone #:</b>	(269) 660-0448
<b>Administrator:</b>	Kacie Vaughn, Designee
<b>Licensee Designee:</b>	Kacie Vaughn, Designee
<b>Name of Facility:</b>	Take-A-Break Childcare Center
<b>Facility Address:</b>	415 South 28th Street Battle Creek, MI 49015
<b>Facility Telephone #:</b>	(269) 660-0448
<b>Original Issuance Date:</b>	10/25/2007
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	05/18/2022
<b>Expiration Date:</b>	05/17/2024
<b>Capacity:</b>	60
<b>Program Type:</b>	CHILD CARE CENTER

**II. ALLEGATION(S)**

	<b>Violation Established?</b>
On 1/26/2023 or 1/27/2023 child care staff member 1 was observed grabbing Child A harshly under the arm and left a mark.	No

**III. METHODOLOGY**

01/31/2023	Special Investigation Intake 2023D0207006
01/31/2023	Special Investigation Initiated - On Site 11:00 A.M. to 01:15 P.M. Interviews completed with program director Kacie Vaugh and child care staff member 2, child care staff member 3, child care staff member 4, and child care staff member 5 with [REDACTED]
02/02/2023	Contact - Document Received Email with update from [REDACTED]
02/02/2023	Contact - Document Sent Email sent to Beth Goding, licensing consultant for facility.
02/03/2023	Contact - Telephone call made Phone call to Child A's mother, Child B's mother and Child C's mother. Left messages for all.
02/06/2023	Contact - Telephone call made Phone call to Child A's mother, Child B's mother and Child C's mother. Left messages for Child A's mother and Child C's mother. Spoke to Child B's mother.
02/07/2023	Contact- Telephone call made Phone call to child care staff member 1
02/14/2023	Contact - Telephone call made Phone call to Child A's mother, left a message.
02/14/2023	Contact - Telephone call made Phone call to Child C's mother.

02/28/2028	Contact - Face to Face Case conference completed with ██████████ ██████████ zoom.
02/28/2023	Contact- Telephone call made Phone call to child care staff member 6
03/03/2023	Exit Conference Completed with Ms. Kacie Vaugh.

**ALLEGATION:** On 1/26/2023 or 1/27/2023 child care staff member 1 was observed grabbing Child A harshly under the arm and left a mark.

**INVESTIGATION:** I conducted an onsite inspection on 1/31/23 accompanied by ██████████. Together we interviewed program director Kacie Vaugh, and child care staff member 2, child care staff member 3, child care staff member 4 and child care staff member 5. We were not able to interview child care staff member 1 due to her having a ██████████. We witnessed the ██████████ taking child care staff member 1 out of the ██████████.

Ms. Vaugh was provided with the allegations and reported that child care staff member 1 was sick last week and not at the center on 1/26/23 or 1/27/23 so the allegations could not be accurate because today 1/31/2023 was child care staff member 1 first day back to work. Ms. Vaugh said last week Child A's mother contacted her with the same allegations and when she attempted to explain that child care staff member 1 was not even present at the center, and also is not the caregiver for Child A's room. Child A is in the older toddler room while child care staff member 1 works in the infant room Child A's mother got defensive and insisted she witnessed this and thinks the marks came from long fingernails. Ms. Vaugh said none of the child care staff members have long fingernails.

Ms. Vaugh said that she knows Child A's mother is upset with the center because they tried to address issues with Child A's mother regarding frequent and untreated diaper rashes on Child A and Child A's sibling that also attends the center. Ms. Vaugh said that Child A's mother also ██████████, so they try to ██████████ her on how to appropriately care of her child. Ms. Vaugh said she checked for marks on Child A's arms and did not see any last week when she was first informed of the allegations. Ms. Vaugh has no concerns regarding child care staff member 1. I reviewed the discipline policy, and it states that positive methods of discipline are used such as re-directing, and communication.

We completed interviews with all child care staff members that had contact with Child A on the days in question. Child care staff member 2 reported that she is one

of the child care staff members that care for Child A daily. She said that child care staff member 1 only has contact with Child A at the very end of the day once in a while when combining classrooms. She has never witnessed child care staff member 1 inappropriately discipline a child. She described child care staff member 1 as being very patient and kind to the children. Child care staff member 2 reported that Child A's mother talked with her this morning and reported that she (Child A's mother) witnessed child care staff member 1 grab Child A hard under the arm and now he has a mark. Child care staff member 2 reported that she did not witness this, and knows child care staff member 1 was only present two days last week Monday 1/23/23 and Tuesday 1/24/23 and she did not work with Child A at all those two days. Child care staff member 2 denied grabbing Child A in a harsh way, and said she does not even remember Child A behaving in a way that would require redirection. Child care staff member 2 has no concerns regarding any child care staff members at the center.

Child care staff member 3 reported that she cares for Child A on a daily basis and denied ever grabbing Child A in a harsh way. She said that Child A is very active and always hang over furniture and is rough in his play style. She said that Child A's mother also informed her about what she saw, and she tried to explain to Child A's mother that child care staff member 1 was not present at the center on the day(s) she believed she witnessed this and asked if it could have been someone else, but Child A's mother was insistent it was child care staff member 1. Child care staff member 3 has no concerns regarding child care staff member 1 or any other staff members at the center.

Child care staff member 4 reported that Child A is very active and often falls down and falls over things. She only works with Child A at the end of the day when combining classrooms and she has never grabbed Child A harshly or seen any other child care staff members grab him. She has never witnessed any marks on Child A. She had no concerns to report.

Child care staff member 5 reported that she only works in Child A's room late mornings to relieve other staff for bathroom breaks. She said Child A is very active, but she has never grabbed him in a harsh way or ever had to handle him at all. She has never witnessed any other child care staff members grab him in a harsh way and has no concerns to bring to the department's attention.

██████████ also observed Child A while he was sleeping during our onsite inspection and there were no marks present. ██████████ said she spoke to Child A's mother prior to our onsite inspection on 1/31/23 and Child A's mother informed her that she saw this incident take place through the window of the classroom door. We both observed the windows into the classroom during the onsite inspection. The windows are very narrow and small, approximately 1 foot wide by 2 feet tall and the window was covered with valentine's decorations making sight into the classroom impossible.

On 2/2/23 I sent child care licensing consultant Beth Goding an update on the investigation. On this day I also got an email from [REDACTED]. She reported that she got a phone call from Child A's mother reporting that she (Child A's mother) saw child care staff member 1 caring for Child A upon pick up on 2/1/23. Child A's mother said she reported this to Ms. Vaugh and Ms. Vaugh informed her that child care staff member 1 has been out sick since 1/31/23 and she is making allegations against the wrong person. This upset Child A's mother, so she called the police. [REDACTED] informed Child A's mother that Ms. Vaugh was not lying to her, child care staff member 1 has been out sick since 1/31/23. [REDACTED] took Child A's mother through the names of all employees of the center to attempt to narrow down who she saw. Child A's mother knew all of the child care staff members and denied that it was any of them caring for Child A except child care staff member 6.

[REDACTED] and Child A's mother thought perhaps the person Child A's mother saw was actually child care staff member 6. [REDACTED] reported she called Ms. Vaugh and spoke to her about this. It was discovered that child care staff member 6 actually left employment prior to 1/26/23 and 1/27/23 but Ms. Vaugh had not removed her name from the staff plan she gave [REDACTED]. Therefore child care staff member 6 could not have been caring for Child A on any of the dates reported.

[REDACTED] also reported that she has repeatedly asked Child A's mother to take Child A to the doctor to evaluate any possible marks and Child A's mother has not done this yet. [REDACTED] spoke to the police officer that responded to the call placed by Child A's mother and the officer informed [REDACTED] that no charges would be brought against any child care staff members at the center.

On 2/6/23 I spoke to Child B's mother. She reported no concerns for the care that her child receives at the center and is very happy with all the child care staff members that care for Child B.

On 2/7/23 [REDACTED] and I completed a three way telephone call with child care staff member 1. Child care staff member 1 reported that she only has contact with Child A once in a while at the very end of the day for 15 minutes when she has to cover for an absent child care staff member during classroom combining time. She denied ever grabbing Child A harshly or seeing any other child care staff member grab Child A harshly. She was not at work on 1/26/23 or 1/27/23 as she had [REDACTED]. On 1/31/23 she had an [REDACTED] she was taking and was [REDACTED]. Her first day back to work was 2/7/23. She had no concerns to bring to the department's attention. Child care staff member 1 also confirmed that child care staff member 6 left employment in the middle of January 2023 and could not have been caring for Child A during the alleged times.

On 2/14/23 I spoke to Child C's mother. She reported no concerns with the care her child receives at the center and said Child C really enjoys going each day. I attempted contact with Child A's mother on multiple occasions 2/2/23, 2/6/23 and 2/14/23 without success.

On 2/28/23 I completed a case conference with [REDACTED] [REDACTED] reported that Child A's mother never took Child A to the doctor as she requested, and her phone has been disconnected. We discussed the outcome of the DHHS case. I also spoke to child care staff member 6 on 2/28/23 and confirmed she is no longer employed at the center since approximately 1/18/23.

<b>APPLICABLE RULE</b>	
<b>R 400.8140</b>	<b>Discipline.</b>
	<b>(1) Positive methods of discipline that encourage self-control, self-direction, self-esteem, and cooperation must be used.</b>
<b>ANALYSIS:</b>	Positive methods of discipline are being used. Child care staff member 1 and child care staff member 6 were not present in the center during the days of the alleged allegations.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**IV. RECOMMENDATION**

I recommend no change in license status.

*Charnell Lennox*

3/8/2023

Charnell Lennox  
Licensing Consultant

Date

Approved By:

*Yolanda Sims*

3/8/2023

Yolanda Sims  
Area Manager

Date