



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

April 18, 2022

Sadie Riley-Flemming  
Harbor Springs Public Schools  
800 State Street  
Harbor Springs, MI 49740

RE: License #: DC240016396  
2022D0790006  
RE: SI LOG #: **Blackbird Preschool Childcare**  
**421 E. Lake Road**  
**Harbor Springs, MI 49740**

Dear Ms. Riley-Flemming:

This letter is to advise you that the 04/18/2022 corrective action plan you submitted, regarding each rule violation cited in the recently completed Special Investigation Report, is approved.

You can find a copy of this corrective action approval letter and the associated report on our [website](#) under [Statewide Search for Licensed Child Care Centers and Homes](#). A description of each type of report and corrective action plans can be found under [Overview of Licensing Reports](#).

Violation cited	Noncompliance observed	Plan to correct	Date to be completed
R 400.8125(1)	Ms. Riley-Flemming did not ensure that all staff and volunteers provided appropriate care and supervision of children at all times. On 02/24/2022, the Little Ram's lead caregiver Angie Silveus directed child care staff member Christie Gwilt to remain stationed by a bookcase to prevent injury. Ms. Gwilt left her station by the bookcase resulting in Child A sustaining a buckle fracture to her left arm.	Ms. Riley-Flemming will talk with all staff about the importance of maintaining active supervision, and give out handouts with active supervision techniques to be read and kept in each classroom. Staff members within the classroom at the time of the event received write ups as a consequence. One staff person was let go from their position due to this being their second write up. She reported that active	03/02/2022

		supervision will also be reviewed during new hire orientation.	
R 400.8158(3)	Ms. Riley-Flemming did not ensure that the licensee designee or program director reported the 02/24/2022 incident to the department within 24 hours by phone, fax, or email. On 02/28/2022, Ms. Riley-Flemming called in the incident and emailed the incident report to the department.	Ms. Riley-Flemming will ensure that she contacts the Child Care Licensing Bureau after being notified about an incident. Ms. Riley-Flemming will also contact the Superintendent, or the other licensee designee to have them contact the department when she is unable to contact them herself.	03/02/2022
R 400.8380(1)	Ms. Riley-Flemming did not ensure that the premises was maintained in a clean and safe condition which did not pose a threat to health or safety. On 02/24/2022, child care staff members Angie Silveus and Makaela Everett moved a train table in the Little Ram's classroom exposing a free-standing bookcase which they identified as a safety concern since it could potentially fall and injure a child.	Ms. Riley-Flemming will talk with all staff members and inform them that furniture shall not be moved in or out of a classroom if children are present within the room. Ms. Riley-Flemming will go over safety concerns and procedures with the staff as well to ensure that they fully comprehend why they must not move furniture when children are present. Staff members within the classroom at the time of the event received write ups as a consequence. One staff person was let go from their position due to this being their second write up.	03/02/2022

It is expected that the corrective action plan will be implemented within the time frames as outlined in your plan.

A follow-up evaluation may be made to verify compliance. Should the corrections not be implemented in the specified time, it may be necessary to reevaluate the status of your license.

The office provides technical assistance to meet the licensing requirements and consultation to improve services. Please contact me with any questions. In the event that I am not available and you need to speak to someone immediately, you may contact the local office at (231) 922-5309.

Sincerely,

A handwritten signature in cursive script that reads "Codie Mayhew".

Codie Mayhew, Licensing Consultant  
Child Care Licensing Bureau  
611 W. Ottawa Street  
P.O. Box 30664  
Lansing, MI 48909  
(231) 342-5006 – Cell  
(517) 284-9730- Main  
(517)-763-0217- Fax  
MayhewC@michigan.gov