



STATE OF MICHIGAN
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
 LANSING

GRETCHEN WHITMER
 GOVERNOR

ORLENE HAWKS
 DIRECTOR

September 9, 2022

Dawn Linesman
 ELA Devine Schools Holdings
 Suite 600
 1650 Tysons Blvd
 McLean, VA 22102

RE: License #: DC250402662
 Investigation #: 2022D0026015
 Peyton's Learning Place

Dear Ms. Ingram:

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:

400.8125(1)	Staff; volunteer; requirements
400.8131(3)(5)	Professional development requirements.

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

- I interviewed the licensee designee, program director, caregivers, witnesses, and parents with relevant information.
- I completed an onsite inspection on 08/09/2022.

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.

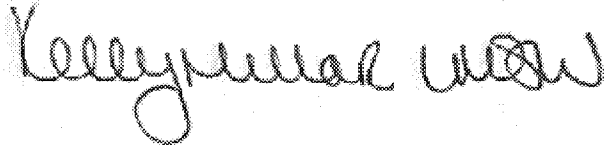
During this special investigation:	Yes	No
A rule or law violation was found, and a serious injury or death occurred.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A rule or law violation was found and abuse and/or neglect of a child occurred.	<input type="checkbox"/>	<input checked="" 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 the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available, and you need to speak to someone immediately, please contact the local office at (517) 284-9730.

Per MCL 722.113g, this report and any related corrective action plans must be filed in your Licensing Notebook.

Sincerely,

A handwritten signature in black ink, appearing to read "Kelly Millar". The signature is written in a cursive style with a large initial "K".

Kelly Millar, LMSW, Licensing Consultant
Child Care Licensing Bureau
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
989-385-6683

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CHILD CARE LICENSING BUREAU
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	DC250402662
Investigation #:	2022D0026015
Complaint Receipt Date:	08/04/2022
Investigation Initiation Date:	08/09/2022
Report Due Date:	10/03/2022
Licensee Name:	ELA Devine Schools Holdings
Licensee Address:	Suite 600 1650 Tysons Blvd McLean, VA 22102
Licensee Telephone #:	(703) 206-6302
Administrator:	Dawn Linesman
Licensee Designee:	Dawn Linesman
Name of Facility:	Peyton's Learning Place
Facility Address:	960 Tacoma Ct. Clio, MI 48420
Facility Telephone #:	(810) 640-8281
Original Issuance Date:	01/24/2020
License Status:	1ST PROVISIONAL
Effective Date:	05/24/2022
Expiration Date:	11/23/2022
Capacity:	225
Program Type:	CHILD CARE CENTER

II. ALLEGATION(S)

	Violation Established?
<p>Staff are not providing appropriate care and supervision of the children at all times. Teachers in the room are asked to complete tasks without another teacher, including potty time, and the bathroom is out of sight of the room. Staff do not intervene in the three- to five-year-old room, they just shout across the room for children to stop hitting, biting, and scratching. Staff are allowing children to verbally abuse a child (gender unknown, age unknown) who has a sensory disorder.</p>	No
<p>Staff are undertrained and are working with children without fully completing their training. Management has told staff they cannot do certain things if licensing is coming and once a check is completed, they return to do things against licensing rules.</p>	No

III. METHODOLOGY

08/04/2022	Special Investigation Intake 2022D0026015
08/09/2022	Contact - Document Sent Email sent to DAU, Jennifer Kerr.
08/09/2022	Special Investigation Initiated - Telephone Telephone call with licensing consultant Juli Gohl, interview conducted.
08/09/2022	Contact - Telephone call made Telephone call with consultant Catherine Edgar, interview conducted.
08/09/2022	Contact - Document Received Received an email from Jennifer Kerr, DAU.
08/09/2022	Contact - Telephone call made Attempted call to complaint source, left voice mail requesting call back.
08/09/2022	Inspection Completed On-site 10:04 AM-1:24 PM Inspection completed onsite; interviews conducted with Dawn Linesman, Alicia Sapien, Summer Froats, Karissa Puff, Cecily Tyll,

	Brianna Hernandez, Breonna Givens, Crystal White, Alanna Combs, and Stephanie Lokinski.
08/17/2022	Contact - Telephone call made Telephone with Child A's mother, interview conducted.
08/17/2022	Contact - Telephone call made Telephone call with Child B's mother, interview conducted.
08/17/2022	Contact - Telephone call made Telephone call with Child C's mother, interview conducted.
08/17/2022	Contact - Telephone call made Telephone call with Child D and Child E's mother, interview conducted.
08/17/2022	Contact - Telephone call made Telephone call to Child F's mother, interview conducted.
08/17/2022	Contact - Telephone call made Telephone call to Child G's mother, interview conducted.
08/18/2022	Exit Conference Exit interview conducted with program director Alicia Sapien.

ALLEGATION: Staff are not providing appropriate care and supervision of the children at all times. Teachers in the room are asked to complete tasks without another teacher, including potty time, and the bathroom is out of sight of the room. Staff do not intervene in the three- to five-year-old room, they just shout across the room for children to stop hitting, biting, and scratching. Staff are allowing children to verbally abuse a child (gender unknown, age unknown) who has a sensory disorder.

INVESTIGATION: On 08/09/2022, I emailed Jennifer Kerr, with the Disciplinary Action Unit, to inquire as to the status of the DAU proceedings.

On 08/09/2022, I spoke with licensing consultant Juli Gohl. This is her facility, however, consultant Catherine Edgar had the most recent special investigation. The center was previously privately owned and was bought by a corporation. They have another center in Genesee County, and they are run pretty much the same.

On 08/09/2022, I emailed licensing consultant Catherine Edgar, requesting an update on the previous special investigation.

On 08/9/2022, I received an email from licensing consultant Catherine Edgar, advising she would call.

On 08/19/2022, I spoke with licensing consultant Catherine Edgar. The licensee designee had recently completed a settlement agreement regarding the last special investigation, which was regarding a lost child in the center.

On 08/09/2022, I received an email from Jennifer Kerr, DAU. The center signed a settlement agreement to modify license to a 1st provisional, however she does not believe it had been issued yet.

On 08/09/2022, I attempted to call the complaint source, I left a voice mail and requested a call back. To date, there has not been a return call.

On 08/09/2022, I completed an onsite inspection at Peyton's Learning Center, 906 Tacoma St Clio MI 48420. I completed interviews with licensee designee Dawn Linesman, program director Alicia Sapien, child care staff members; Summer Froats, Karissa Puff, Cecily Tyll, Brianna Hernandez, Breonna Givens, Crystal White, Alanna Combs, and Stephanie Lokinski. Ms. Linesman and Ms. Sapien Ms. Linesman and Ms. Sapien deny there is any child in the center who has a diagnosis of sensory disorder. They report there are a few children who are being tested for some diagnoses, however none are for sensory disorders that they know of. They deny the center is understaff, they comply with the state required ratio, and often times they have more staff then required. They deny any rooms except the infant room, are without interior bathrooms, so all bathroom use is within line of sight for child care staff members. They deny child care staff are ignoring issues in rooms and are confident they are intervening when incidents happen. They deny they are telling staff not to complete their job duties as licensing requires.

I interviewed Summer Froats, child care staff member 1. She has been employed at the center off and on for the last seven years. She works normally a 6:00 AM shift until about 3:00 or 4:00 PM. She is the lead teacher in the Little Learners (Toddler 2 room). She has been the lead for the last three years. She has two assistants in her room; Cecily Tyll, child care staff member 3, and Karissa Puff, child care staff member 2. The classroom normally has round 11 children between 2 and 2 ½ years old. There is not any children in their classroom with a sensory disorder they did recently get a child who has a slight case of cerebral palsy. If she thought about it, she does believe there is another child who their mom was looking into a diagnosis but believed the parents thought it was more along the lines of attention deficit hyperactivity disorder.

There was a time recently where they were extremely short-staffed, and they were working long hours but they are not working long hours any more. She cannot pinpoint a child who is being picked on in her classroom. She would not allow any child to pick on another child. There are no issues with management telling them not to follow the licensing rules. She has never been told to do things one way when

licensing was there versus when licensing is not there. She has no issues or concerns working at Peyton's Place.

I interviewed Karissa Puff, child care staff member 2. She has been employed at Peyton's Learning Place since April 2022. She works as the assistant in the Little Learners room with Summer as the lead. They have a new child in the classroom who has a slight case of cerebral palsy. She is not aware of any child with a sensory disorder in their classroom. There are some children in the classroom with biting issues. It can be very overwhelming when working with them. They are trying a lot of different ways including a one to one with the children who are biting, meaning keeping them at arm's length, pacifiers, teether specifically for biters. There are no children being picked on, and none who are being called bad. There are not times management is telling them to do one thing, "I don't think so, pretty much everyone is good."

I interviewed Cecily Tyll, child care staff member 3. She has been employed at Peyton's Learning Place since February 2021. She is the assistant in the Little Learners room (Toddler 2). She denies there are any children with a sensory issue diagnosis, however, a new child recently started who has a slight case of cerebral palsy. She also mentioned there could be a child whom staff felt probably had some sort of diagnosis, however that child's mom did not believe he had any issues. There were also another child whose mom thinks may have autism, however she thought he more likely had ADHD. There are no children being singled out or called bad by others. There is not any time staff are allowing a child to be picked on at all. One of the children could be called "handsy" but is able to be redirected. She denies any part of management telling staff to do one thing, and then another when licensing is in the center. The staff here follow the rules, and at times, management reviews the rules with everyone but they are not telling anyone to do anything different when licensing is present. She has no concerns or issues at the center. This current director they have is way better than the last and feels things are going in a good direction.

I interviewed, Brianna Hernandez, child care staff member 4. She has been employed at Peyton's Learning Place for approximately a month. She is in the Imaginatives Room, and previously worked at a different child care center. She is an assistant in the room, and the current lead is Alanna. She does not believe anyone has a specific diagnosis in their classroom, however she does think some children are being tested for things, although she does not know the specifics of what that may be for. She believes one child is either being tested for autism or should be tested for autism. They do have another child who is almost completely non-verbal, but the parents do not necessarily believe he needs anything or has anything wrong with him. She did feel as though there was a time two children could have been singled out due to their behaviors and some of the other children did not want to play with them. One of the children she believes is "pretty violent, and the kids do not want to play with him." The other child is not necessarily violent but gets overwhelmed easily and then hits or throws things. They do redirect them, assist them with the behaviors but it can be very overwhelming in the classroom for staff and children alike with the behaviors of the children. She believes

all the rules are being followed in her classroom, Ms. Combs Ms. Combs has taught her a lot and ensures the rules are followed. She does believe in other classrooms people are not following the rules as they should be. She does believe the center is running well for the most part. One of the children in the room is targeting a certain child and is very violent towards that child. They have talked to management about it and continue to work with the child who is being aggressive. The child is still in the center and still in the room despite his behaviors. She does believe the parents are getting him tested. However, he is ruining the time for all the other children there. The Trailblazers room is very violent, she is not sure why this particular child is allowed to remain in the center, and it bothers her a lot.

I interviewed Breonna Givens, child care staff member 5. She has been employed at Peyton's Learning Place for a few years, she did have a time where she left for a few months but then returned. She is the lead in the Trailblazers room (3-4 years old). She has two assistants in the room, Ms. Lokinski and Ms. White. Ms. Lokinski and Ms. White. She has worked in other child cares before and in the middle of the two times at Peyton's. There is no child diagnosed with a sensory disorder that she is aware of, however there are some children who are suspected of having diagnosis and are not yet diagnosed. One of the children in the classroom will randomly hurt other children in the classroom. They are working with him on behaviors. She does not believe any child is singled out, picked on or called bad. She does believe children avoid playing with one child, as they are terrified of him. They have had meetings with the mom and dad of the child, seeking ways, they could help the child at the center with his behaviors. They have gotten him his own bin with toys in it so that it limits issues with other children and fighting over toys. The bin has not helped much at this time. They also tried to alter his schedule having him come in later so that he possibly got more sleep, however that has not made a difference either. They have tried to go through the six steps of success with him, however he is kind of non-verbal and he does not really talk back. They intervene anytime there are issues in the classroom if they are involved with another child or area, they do call across the room to redirect but usually the redirection is one on one. There not a time management is telling them to do one thing and when licensing is there to do another thing. Some people just do not do what they are supposed to and management is not aware necessarily.

I interviewed Crystal White, child care staff member 6. She has been employed at Peyton's Learning Place since June of 2022. She has not worked in any other child care centers before. She is the assistant in the Trailblazer's room. She does believe there is child in the center with a sensory diagnosis and identified him as Child A. She believes he has a diagnosis but does not know what it is. He has a speech impediment for sure, he is very handsy and they are working on it with him. She does not believe there to be any other children who have diagnoses. She does not believe anyone is being picked on or singled out. However, all the children are afraid of Child A. He pushes people a lot, he hits them. We redirect him and tell him to use gentle hands but this does not work. He does have a bin of his own toys but even that does not stop him. They are always intervening and separating. They talk to the children gently and try to assist them with understanding what they did and why it is not allowed. She denies any

issues with having to do multiple tasks, specifically the bathroom times. She denies they are directed to do anything outside of what is in the licensing rules. She has no issues or concern with management or the center.

I interviewed Alanna Combs, child care staff member 7. She is the lead in the Imaginatives room. She has worked at Peyton's Learning Place since June 2022. She has worked in previous child care centers. She does not have anyone with a diagnosis, but she does have one mom who is seeking testing for the child as the parents believe he has autism. There is another child in her classroom who is almost entirely mute, he only says a few words. He has very limited words he uses. She has no issues with children being mean to other children or calling them names. She believes one little girl is being targeted, the boys are being aggressive. She talked to the boys last teacher hoping to get a better idea of how to work with them. The mom of the boys also said their child responds better to a stern voice, rather than a gentle one. There is not a supervision issue with the bathrooms, but it can get kind of tricky when they have a lot of children potty training. She feels as though she and the assistant have a good method going though. They have not had issues with supervision. There are no issues with the center doing less than what they should. There is nobody in the management telling people to do one thing when licensing is there and another thing when licensing is not. She loves being the lead in her classroom. She has no issues or concerns. The program director is very open and very approachable.

I interviewed Stephanie Lokinski, child care staff member 8. She is a floater at the center. She floats where needed but has spent a lot of time in the Trailblazers room as it is a very difficult classroom. She has worked at Peyton's Learning Place since the end of June 2022. The classroom she is in mostly is a very difficult room, she tries her best, but it is very hard to keep watch on them all. She feels she is in the room by herself a lot and it is always towards the end of the day, but it is a lot. There is no child with a diagnosis but there is a child, identified as Child A, who can be a sweetheart, is mostly unable to control himself. They have had a meeting with the parents her first or second week there but the parents are very resistant to anything. She believes there are many different way they could handle it, but they do not because the parents are resistant. The kids cannot control it but "yeah, they are all scared of him, he is big." She reports the children all run away from him, and do not want to play with him. He has a very difficult time. If he is anything but on a one to one, he cannot control himself. They need more staff in there, especially if they are at 10 kids, they are not normally at 10 but sometimes they are. She tries to get on their level and talk with them and explain why they cannot do what they are doing, she tries to work with them. There are no issues or concerns she has. Management does tell them, "Make sure, you do this, make sure you do that, but more like making sure we are on top of what we are supposed to do." Today has been a really bad day in the classroom. They try to help as much as they can. This job is very overwhelming, very hard and she gets stressed out.

I met with Alicia Sapien, program director and Dawn Linesman, licensee designee, and reviewed the allegations. They deny there are any lack of supervision with children and bathrooms, all classrooms have a self-contained bathroom, except t infant room, and

those children are never sent to bathroom, as they are changed by staff. They deny any child in the entire center has a sensory diagnosis. They do have some children with behavior issues, whose parents may or may not be seeking a diagnosis, but none of the children have a sensory diagnosis. They do have the high scop curriculum. They always follow licensing rules with regard to staff to child ratio, and often times have more staff than required in rooms. They are aware of some of the issues with Child A. They have had a meeting with his parents, he does not have a diagnosis. This is his last few weeks regardless, as he moves on to Head Start at a school. They deny they are telling staff to do one thing when licensing is there, and then to do something different when licensing is not there. They do point out things which they need to work on when they are in classrooms and it is instructional not in deference to what is required.

On 08/17/2022, I interviewed Child A's mother, she has no concerns about the center, her child's classroom or anything. She feels as though the center has done a good job with her child. Her child has made great strides in his speech since being there. He used to be non-verbal and have no communications, however since being there he has started to use some words. She has not heard of any issues at the center.

On 08/17/2022, I interviewed Child B's mother. She has no concerns or issues. She has a four-year-old there, and a seven-month-old who attends. She loves the center. She does admit her child comes home and says certain things about one child, but she feels kind of biased making any statements as she knows that child's mother and they have had issues with her child picking on her daughter. She does not feel it is anything out of the ordinary, just kids' stuff.

On 8/17/2022, I interviewed Child C's mother. She reports she works for Peyton's Learning Place. She has not heard any issues in her child's room. She has stepped into the room from time to time and has not seen anything she has been concerned about. She has no issues with the center, she works there, and her children attend there.

On 08/17/2022, I interviewed Child D and Child E's mother. She has just recently been having an issue at the center. She has had her family at the center observing this week and assisting with her children who attend the center. It has been an issue with her children being bullied and then bullying other children. She does not believe the staff are interacting with the children at all, this is based on observations. She reports she loves child care staff member 1, Summer Froats. She reports when Ms. Froats Ms. Froats is in the room, she knows the children are being supervised. She denies her children have any sensory disorders or diagnosis. She does believe there could be a boy in the classroom who could meet that diagnosis, she has noticed kids with different issues, but does not know their names. They have had a lot of issues with her daughter biting. When her daughter bites it is a rhetorical thing because something was done to her. Today her boyfriends' mom was in the classroom and a little boy hit her daughter with a stick like object and nobody intervened, this is not good. Overall, she likes the director, she is not too familiar with other staff other than Brandy (Assistant Director). She reports last week apparently her daughter bit a lot, but she was never told, she did

not receive any bite reports. Then at the end of the week they told her, her children had to be suspended for a week. she was upset as she did not know the biting had happened. So, they worked with her and allowed the children to come as long as someone came with them and assisted with them to see if it made a difference. She feels like they are working with her the best they can.

On 08/17/2022, I interviewed Child F's mother. She has no issues or complaints. She feels like the center is pretty great.

On 08/17/2022, I interviewed Child G's mother. She has no issues and no complaints. She reports her son shares some things about the center with her but some days it can be hard to decipher what is reality. Sometimes he will call himself a "bad kid", and then will say it for a bit, and not sure where that is coming from. She has no issues with any of the teachers, they are very communicative. Has never had issues with supervision at the center.

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, program directors are providing appropriate care and supervision of children in the center. The center is falling within the appropriate child to staff ratios required by licensing. The staff are intervening when issues arise in the class, are taking preventative measures and engaging parents in identifying ways to improve children's behaviors. There are self-contained bathrooms within each room in the center with the exception of the infant room, who do not utilize bathrooms. The management is adhering to the licensing rules/guidelines when licensing is in the building and when we are not.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION: Staff are undertrained and are working with children without fully completing their training. Management has told staff they cannot do certain things if licensing is coming and once a check is completed, they return to do things against licensing rules.

INVESTIGATION:

On 08/09/2022, I attempted to call the complaint source, I left a voice mail and requested a call back. To date, there has not been a return call.

On 08/09/2022, I completed an onsite inspection at Peyton's Learning Center, 906 Tacoma St Clio MI 48420. I completed interviews with licensee designee Dawn Linesman, program director Alicia Sapien, child care staff members; Summer Froats, Karissa Puff, Cecily Tyll, Brianna Hernandez, Breonna Givens, Crystal White, Alanna Combs, and Stephanie Lokinski.

I interviewed Summer Froats, child care staff member 1. She has been employed at the center off and on for the last seven years. She works normally a 6:00 AM shift until about 3:00 or 4:00 PM. She is the lead teacher in the Little Learners (Toddler 2 room). She has been the lead for the last three years. She has two assistants in her room; Cecily Tyll, child care staff member 3, and Karissa Puff, child care staff member 2. She has been trained on many things, she completed several trainings at the start and throughout her time at Peyton's, with MiRegistry, blood borne pathogens. She feels they do a lot of training at the center. When you get hired in you have an interview, and then a "working interview" where you shadow workers in the classrooms. She believes how long you train for really depends on your individual experience, the lead in the classroom, each person trains differently.

I interviewed Karissa Puff, child care staff member 2. She has been employed at Peyton's Learning Place since April 2022. She works as the assistant in the Little Learners room with Summer as the lead. She has been trained; she remembers doing a lot of training when she hired in; safe sleep, blood borne pathogens, computer training online, fingerprinting, TB testing and shadowing others. During her shadowing time, they trained her on using the tablet, how far the cribs/beds have to be apart, 3-step cleaning process, what to clean, when to clean, lesson plans and other items. She felt prepared when she began to work in a room.

I interviewed Cecily Tyll, child care staff member 3. She has been employed at Peyton's Learning Place since February 2021. She is the assistant in the Little Learners room (Toddler 2). She has had a lot of training, she previously worked at an autism center, and she learned everything she ever learned from Peyton's. She has done a lot of computer training on MiRegistry, she has completed shadowing in the classrooms. The center does a good job with training staff. They could be clearer in their communication, when there is an issue, they work on it and correct it, the stuff gets solved whatever it is.

I interviewed, Brianna Hernandez, child care staff member 4. She has been employed at Peyton's Learning Place for approximately a month. She is in the Imaginatives Room, and previously worked at a different child care center. She is an assistant in the room, and the current lead is Alanna. She was trained when she was hired, on many different items. Cleaning, phones and who to call if she needs help, nap routines, food routines, diapers and she completed online training as well. She had CPR and First Aid training but feels she could have been trained better in emergency situations, including breaking of bones, fire, and tornados. She does feel she was trained well and received enough training outside of emergencies.

I interviewed Breonna Givens, child care staff member 5. She has been employed at Peyton's Learning Place for a few years, she did have a time where she left for a few months but then returned. She is the lead in the Trailblazers room (3-4 years old). She has two assistants in the room, Ms. Lokinski and Ms. White. She has worked in other child cares before and in the middle of the two times at Peyton's. She does believe she has been sufficient trained. She has received training through great start readiness program, trained on behaviors, things going on at home, the follow the state requirements for training on MiRegistry. They have done shadowing in rooms, and a working interview when hired in.

I interviewed Crystal White, child care staff member 6. She has been employed at Peyton's Learning Place since June of 2022. She has not worked in any other child care centers before. She is the assistant in the Trailblazer's room. She has asked to be moved from the room as of last Thursday to anxiety surrounding the room. Training was good at the center, she was trained in many things, how to use the tablet, emergency procedures, allergies, where stuff is at, reports for parents. She reports she did not shadow in any classroom, did not participate in a working interview. She believes she possibly was in a room three hours before hired. She did complete the required training through MiRegistry. She reports she initially asked for the room she is in. She thought she would like this age group; however, it is way too much in the room. She reports she is a nice teacher she does not want to raise her voices and she find it hard to keep her patience in this room.

I interviewed Alanna Combs, child care staff member 7. She is the lead in the Imaginatives room. She has worked at Peyton's Learning Place since June 2022. She has worked in previous child care centers. She did receive training, although from working previously in a center, she already had a clear understanding of the requirements. She feels she had a couple of days of training and was then put in the room on her own. She feels like it was sufficient training. She did shadow, however it was probably less than most people due to her experience. They had her follow one teacher on her last day, and it probably would have been a smoother transition if she had been able to shadow her more than the last-minute decision. She was in a room with one person and then the last hour they decided to train her with the teacher who was leaving so she could be the new lead.

I interviewed Stephanie Lokinski, child care staff member 8. She is a floater at the center. She floats where needed but has spent a lot of time in the Trailblazers room as it is a very difficult classroom. She has worked at Peyton’s Learning Place since the end of June 2022. She has never worked in a child care center before. She called to see if they were hiring, and they had her come in to the center and go in a classroom for about an hour. She was provided training, including a handbook, safe sleep, and health and safety. She was placed in a classroom and got the gauge of it on her own.

I met with Alicia Sapien, program director and Dawn Linesman, licensee designee, and reviewed the allegations. They deny their staff is undertrained or working with children prior to required training and provided their staff records as proof.

On 08/18/2022, I had an exit interview with program director onsite. Review of complaint, and subsequent investigation, no findings.

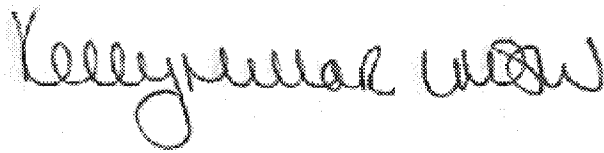
APPLICABLE RULE	
R 400.8131	Professional development requirements.
	(3) Before caring for children, all child care staff members and unsupervised volunteers who work directly with children shall be trained on prevention of shaken baby syndrome, abusive head trauma and child maltreatment, and recognition and reporting of child abuse and neglect.
ANALYSIS:	The staff are appropriately trained following guidelines set by licensing and onboarding at Peyton’s Learning Place. Staff documents were reviewed, and all had completed required training within the required time frames.
CONCLUSION:	VIOLATION NOT ESTABLISHED

APPLICABLE RULE	
R 400.8131	Professional development requirements.
	(5) Within 90 days of being hired, or the first day as an unsupervised volunteer, all child care staff members and unsupervised volunteers who work directly with children shall complete the following trainings, which may count toward annual professional development hours and are available at MiRegistry: (a) Administration of medication.

	<p>(b) Prevention of and response to emergencies due to food and allergic reactions.</p> <p>(c) Building and physical premises safety.</p> <p>(d) Emergency preparedness and response planning.</p> <p>(e) Handling and storage of hazardous materials and appropriate disposal of bio-contaminants.</p> <p>(f) Precautions in transporting children, if applicable.</p> <p>(g) Child development.</p>
ANALYSIS:	The staff are appropriately trained following guidelines set by licensing and onboarding at Peyton's Learning Place. Staff documents were reviewed, and all had completed required training within the required time frames.
CONCLUSION:	VIOLATION NOT ESTABLISHED

IV. RECOMMENDATION

I recommend no change in the status of the license.

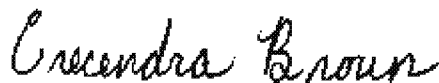


09/01/2022

Kelly Millar
Licensing Consultant

Date

Approved By:



09/09/2022

Crecendra Brown
Area Manager

Date