



STATE OF MICHIGAN  
 DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
 LANSING

GRETCHEN WHITMER  
 GOVERNOR

ORLENE HAWKS  
 DIRECTOR

October 17, 2022

Dawn Linesman  
 Peyton's Learning Place  
 960 Tacoma Ct.  
 Clio Mi 48420

RE: License #: DC250402662  
 Investigation #: 2022D0026017  
 Peyton's Learning Place

Dear Ms. Linesman:

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:

R400.8125(1)	Staff; volunteer; requirements
R400.8155(5)	Child accidents and incidents; child and staff illness

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

- I interviewed, program director, licensee designee, caregivers, parents with relevant information.
- I completed an onsite inspection on 08/18/2022.

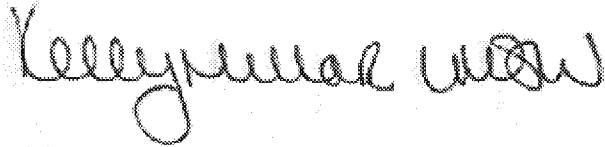
As a result of this investigation, I recommend no change to the current license status. I did not find any violations. The special investigation report is attached.

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.

Sincerely,

A handwritten signature in black ink that reads "Kelly Millar LMSW". 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**

<b>License #:</b>	DC250402662
<b>Investigation #:</b>	2022D0026017
<b>Complaint Receipt Date:</b>	08/18/2022
<b>Investigation Initiation Date:</b>	08/18/2022
<b>Report Due Date:</b>	10/17/2022
<b>Licensee Name:</b>	ELA Devine Schools Holdings
<b>Licensee Address:</b>	Suite 600 1650 Tysons Blvd McLean, VA 22102
<b>Licensee Telephone #:</b>	(703) 206-6302
<b>Administrator:</b>	Dawn Linesman
<b>Licensee Designee:</b>	Dawn Linesman
<b>Name of Facility:</b>	Peyton's Learning Place
<b>Facility Address:</b>	960 Tacoma Ct. Clio, MI 48420
<b>Facility Telephone #:</b>	(810) 640-8281
<b>Original Issuance Date:</b>	01/24/2020
<b>License Status:</b>	1ST PROVISIONAL
<b>Effective Date:</b>	05/24/2022
<b>Expiration Date:</b>	11/23/2022
<b>Capacity:</b>	225
<b>Program Type:</b>	CHILD CARE CENTER

## II. ALLEGATION(S)

	Violation Established?
The program director is not doing anything about Child A (Male 2 years old) and Child B (Male, 2 years old) from biting other children.	No
The program director is making staff come to work when sick.	No

## III. METHODOLOGY

08/18/2022	Special Investigation Intake 2022D0026017
08/18/2022	Special Investigation Initiated - On Site 12:31 PM-1:44 PM Onsite inspection completed by Kelly Millar; Interviews conducted with program director Alicia Sapien, Assistant director Brandi Nichols, child care staff member 1 Summer Froats, and child care staff member 2 Cecily Tyll.
08/23/2022	Contact - Document Sent Email to program director requesting additional information.
08/31/2022	Contact - Telephone call made Telephone call to program director, Alicia, discussed previous request for additional information.
08/31/2022	Contact - Document Sent Emailed program director regarding previous request for information.
09/27/2022	Contact - Telephone call made Telephone call with Child A and Child B's mother, interview conducted.
09/27/2022	Contact - Telephone call made Attempted telephone call with Child C's mother. A voicemail was left requesting a call back.
09/27/2022	Contact - Telephone call made Attempted telephone call with Child D's mother. A voicemail was left requesting a call back.
09/27/2022	Contact - Telephone call made Attempted telephone call with Child E's mother. A voicemail was left requesting a call back.

09/27/2022	Contact - Telephone call made Attempted telephone call to Child F's mother. A voicemail was left requesting a call back.
09/27/2022	Contact - Telephone call made Telephone call with Child C's mother, interview conducted.
09/27/2022	Contact - Telephone call made Telephone call with Child F's mother, interview conducted.
09/27/2022	Contact - Telephone call made Attempted telephone call with Child G's mother, no option for voicemail.
09/27/2022	Contact - Telephone call made Attempted telephone call with child care staff member 3, Brianna Hernandez. A voicemail was left requesting a call back.
09/27/2022	Contact - Telephone call made Telephone call with Child D's mother, interview conducted.
09/27/2022	Contact - Telephone call made Telephone call with child care staff member 4, Breonna Givens, interview conducted.
09/27/2022	Contact - Telephone call received Received a voicemail from child care staff member 3, Brianna Hernandez.
09/27/2022	Contact - Telephone call made Attempted call with child care staff member 3, Brianna Hernandez. A voicemail was left.
09/27/2022	Contact - Telephone call received Telephone call with child care staff member 3, Brianna Hernandez, interview conducted.
09/27/2022	Contact - Telephone call received Telephone call with Child G's mother, interview conducted.
09/28/2022	Contact - Telephone call made Attempted telephone call with Child E's mother. A voicemail was left requesting a call back.
10/11/2022	Contact - Telephone call made

	Attempted telephone call with Child E's mother. A voicemail was left requesting a call back.
10/11/2022	Exit Conference Exit conference held with program director.

**ALLEGATION:** The program director is not doing anything about Child A (Male 2 years old) and Child B (Male, 2 years old) from biting other children. The program director is making staff come to work when sick.

**INVESTIGATION:** On 08/18/2022, I completed an unannounced onsite inspection at Peyton's Learning Place. I conducted interviews with Program director Alicia Sapien, Assistant director Brandi Nichols, child care staff members Summer Froats, Cecily Tyll and I spoke on the telephone to licensee designee Dawn Linesman. The following documents were provided at request, Parent handbook, Staff handbook, attendance for Little Learners room. Assistant director Brandi Nichols provided the licensee designees phone number who had requested to be contacted.

Ms. Nichols reports she had previously worked at Peyton's Learning Place, she had left and returned after an eight-month absence. During the time she had been gone the previous program director had disenrolled Child A and Child B and asked them to no longer attend due to biting issues then. When Child A's mother found out she had returned to the center, she contacted her asking if the children could return to the center as well. After looking into it they decided the children could be re-enrolled as the children would be switching rooms to a different room, they would have shadowing in place, and it had been reported the children were no longer biting.

I met with program director Alicia Sapien, who has had multiple conversations with Child A and Child B's parents about the issues at the center with biting, specifically in the last two weeks. It was recently learned some home conditions had changed and the children were going between two homes. The children were having a hard time with the recent change, Child A more so than Child B. They tried several different things, meetings with parents, sucky's (pacifiers), teething items such as a biting necklace, printed off material about why children bite, had an extra worker in the room to shadow the children. They even had the family members of the children come in to volunteer in the room and provide extra support to Child A and Child B. This occurred after they asked the family to keep the children out for about two weeks, and they could not do that, so they compromised with having some family come in for a few hours a day. This was because there was one child who was being bitten a lot. The hope was to keep them out until that child could transition to the two and half year-old room. The staff member they had in the room to shadow the children was not very effective and at times could be seen on the monitor to not be shadowing them as she should be. The parents had been upset because they said they had not been notified prior to the request of the children staying home for two

weeks that there had been an uptick in biting incidents. Ms. Sapien thought the teachers were relaying the issue to the parents at pick-up time. The other parents who had children bitten did get their bite reports, but it seemed possible the parents of Child A and B did not get notice the children had been biting more. They told the family they could only offer this solution of their family coming for one week. They also said if the family wanted to share the cost of hiring an additional work just for Child A and B, that could be explored.

I spoke with licensee designee Dawn Linesmen via telephone at her request. She wanted to relay she felt the complaint had come in from a disgruntled ex-employee as corporate also received the same complaint after this employee did not meet the criteria to receive a raise.

I conducted an interview with child care staff member 1, Summer Froats, who is the lead teacher in the Little Learners Room. She has one assistant at this time child care staff member 2 Cecily Tyll. Ms. Froats has been employed at the child care center off and on for around seven years. She normally works 6:00 AM until around 3:00 or 4:00 PM depending on need. She has been the lead in this classroom for the last three years. Ms. Froats herself shadows Child A, 24/7, and Child B is with Ms. Tyll. There has been times Child A has bitten her. They have tried hard to work with both Child A and Child B regarding this issue. They have used pacifiers, teething items, grandparents coming in and the shadowing where they are never out of hands reach. She feels they are doing everything they can to stop the biting. This week with the grandparents here, it was better, with both her and grandma able to intervene when incidents began. She feels Ms. Sapien has done what she can and what she should, "she is an amazing director." Ms. Froats provided a handwritten log of the biting incidents she has seen in the classroom.

I conducted an interview with child care staff member 2, Cecily Tyll, who is the assistant in the Little Learners room. She has been employed at the center since February of 2021. She is aware of the biting issue in the room. She does not think it is everyday but nearly everyday things fluctuate and they are children. It has a lot to do with impulses, triggers and just in general how the child is doing. She believes they have tried everything they could to stop Child A and Child B from biting as much as they are. They have used pacifiers since they have worked the best, shadowed the children, and always kept them in arms reach. They have had extra people in the room including another assistant and the family has sent in the grandparents this last week. They have a backpack with extra teething toys, to help with the biting. They are doing what they can to keep other children safe, Ms. Sapien is doing everything that she needs to for the center to keep children safe.

On 08/23/2022, I emailed the program director, Ms. Sapien, to request additional child information cards which were not in the original ones I received.

On 08/31/2022, I called program director, Ms. Sapien to inquire in the email sent requesting additional child information cards. It appears the email address on file is

no longer an accurate one. The new email was provided so the previous email could be forwarded.

On 08/31/2022, I forwarded my previous email to the new email address to request additional child information cards which were not in the original ones provided.

On 09/01/2022, I received requested documentation from Ms. Sapien.

On 09/27/2022, I conducted an interview via telephone with Child A and Child B's mother. The children are no longer at the center for approximately the last month. She states the center told her, she would have to have her family come every day to help with the children and that was not feasible for her and the family. They have moved to a new child care center, and there have been no issues with biting since the move. She believes the child care staff in the center were not appropriately providing supervision for the children and that is why there was an issues. She is upset with the center, she is worried the children were named in incident reports, and she does not believe they should be naming her children. She denies she has been told her children are biting hard enough to break the skin or leave blood. She feels like the teachers in the classroom are not paying attention to the children and that is why things are happening.

On 09/27/2022, I attempted to contact Child C's mother. A voicemail was left requesting a call back.

On 09/27/2022, I attempted to contact Child D's mother. A voicemail was left requesting a call back.

On 09/27/2022, I attempted to contact Child E's mother. A voicemail was left requesting a call back.

On 09/27/2022, I attempted to contact Child F's mother. A voicemail was left requesting a call back.

On 09/27/2022, I conducted an interview of Child C's mother via telephone. She feels like the center is doing the best they can with supervising. She knows they have tried to move children out of the classroom, have extra staff and allowed the children's grandparents to come in during the day to assist. While she does not have concerns about the center, she does think some of the staff are on their phones too much, when she questioned it, she was told they are updating the application. However, she does not feel the app is updated nearly as much as staff are on the phone.

On 09/27/2022, I conducted an interview with Child F's mother via telephone. She has known about the biting issue in the classroom. Her child has not been bitten, he only attends a few days a week, he doesn't really say anything about it. She has no

concerns with safety. When her son gets hurt, they call and let them know. She has no complaints about the center.

On 09/27/2022, I attempted to contact Child G's mother. A voicemail was left requesting a call back.

On 09/27/2022, I attempted to contact child care staff member 3, Brianna Hernandez. A voicemail was left requesting a call back.

On 09/27/2022, I conducted an interview with Child D's mother via telephone. She is not concerned about the biting, "they are two and a half." She feels like if her son is bitten, they are notified. She has no complaints and no issues with the center. Her son enjoys going and loves his teacher Ms. Froats.

On 09/27/2022, I interviewed child care staff member 4, Breonna Givens. She has worked at Peyton's Learning Place for a few years. She did have a time she left but came back. She has no issues with the center. There have been a lot of people who have quit, so they are pretty short staffed. Ms. Sapien and Ms. Nichols are doing everything they can to stop the biting. It is tough as there are just not enough staff to have one person shadowing the children only.

On 09/27/2022, I received a voicemail from child care staff member 3, Brianna Hernandez.

On 09/27/2022, I attempted to contact child care staff member 3, Brianna Givens. A voicemail was left requesting a call back.

On 09/27/2022, I conducted an interview via telephone with child care staff member 3, Brianna Givens. She no longer is employed there, she quit on August 19<sup>th</sup>, 2022. She does not feel like she knows enough about the Little Learners room. However, she had an issue in her classroom as well with some children biting a child so that child was moved to her room. She feels like that is not really a good resolution it did not solve anything really. There are bad issues in other classrooms as well. She feels like the Trailblazers classroom where she was is extremely violent. There are days toddlers are beating up on adults and the center does not do anything about it. This is because the child's relative works at the center and so they will not do anything about it.

On 09/27/2022, I conducted an interview with Child G's mother via telephone. She previously worked at Peyton's Learning Place, but no longer does as of September 9<sup>th</sup>, 2022. She knows there was an issue with biting in the classroom. Her child is a biter to, so she knows that the issues are there. She understands biting happens, but the other two children were biting a lot. She really likes the center; she just does not agree with their style. The lead teacher in Little Learners is really good, she had her eldest child as well, and she is really good. The other teacher in there is newer and she does not really know her well enough to say.

On 09/27/2022, I attempted to contact Child E's mother. A voicemail was left requesting a call back.

On 10/11/2022, I attempted to contact Child Es mother. A voicemail was left requesting a call back, to date a call has not been received.

On 10/11/2022, I conducted an exit interview with Ms. Sapien.

<b>APPLICABLE RULE</b>	
<b>R 400.8125</b>	<b>Staff; volunteer; requirements.</b>
	<b>(1) All staff and volunteers shall provide appropriate care and supervision of children at all times.</b>
<b>ANALYSIS:</b>	The child care staff members and center administration is providing appropriate care and supervision to all children at all times. They were working with staff and parents regarding the biting issue prior to the children leaving the center.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**ALLEGATION:** The program director is making staff come to work when sick.

**INVESTIGATION:** On 08/18/2022, I completed an unannounced onsite inspection at Peyton's Learning Place. I conducted interviews with Program director Alicia Sapien, Assistant director Brandi Nichols, child care staff members Summer Froats, Cecily Tyll and I spoke on the telephone to licensee designee Dawn Linesman. The following documents were provided at request, Parent handbook, Staff handbook, attendance for Little Learners room. Assistant director Brandi Nichols provided the licensee designees phone number who had requested to be contacted.

On 08/18/2022, I conducted an interview with program director Alicia Sapien. She had a child care staff member who had texted her and said she had COVID and waned to be gone for an entire week. She was asked to send in a doctor's note and a copy of the positive COVID screen. The child care staff member provided a doctor's note, but it did not say she had COVID. The child care staff member said they did not give her a copy of the positive screen; she was asked to go back inside as she was still in the parking lot she said and get a copy of the positive COVID screen. It took the worker over an hour, but the child care staff member then texted she must have misunderstood them because she didn't have COVID. Her test was negative, but she was exposed so they told her they were treating her as if she had COVID. She was advised she needed to come to work, as people who are exposed are not being excluded from work any longer. The child care staff member said her entire family was sick from COVID on August 15, 2022. She had called in on Monday and Tuesday already that week. On Tuesday she went to the urgent care

and wanted to be put off from work until Friday. She again believed she was exposed, and claimed the urgent care told her it might be too early to test positive so they were going to treat her as positive. The Urgent Care put her off from work until Friday. She was told if she did not have COVID she needed to come to work on her scheduled shift time. This child care staff member has been calling in at least once a week since she started and had not been working at the center for very long. The child care staff member told her she didn't feel comfortable coming to work when she could have COVID. She then told them she was going to be looking for a new job, and Ms. Sapien told her she did not need to come back to work if she was looking for a new job. The child care staff member had not been written up or provided written notice about her attendance issues, these were just verbal conversations they had had.

I conducted an interview with child care staff member 1, Summer Froats, who is the lead teacher in the Little Learners Room. She has one assistant at this time child care staff member 2 Cecily Tyll. Ms. Froats has been employed at the child care center off and on for around seven years. She normally works 6:00 AM until around 3:00 or 4:00 PM depending on need. She has been the lead in this classroom for the last three years. She knows there is an illness exclusion policy for both staff and children. She has not had any issues with it. She reports they are supposed to have a doctor's note if they cannot be here. She has not been concerned with other staff coming in and being sick or being told to come in when sick. There was a time when they were working really long hours due to staffing shortages, but they have not been there for a bit, and things have been better. If they are working more than eight hours in a day, it is because other people are calling in.

I conducted an interview with child care staff member 2, Cecily Tyll, who is the assistant in the Little Learners room. She has been employed at the center since February of 2021. The center does not make people come in if they are sick. There have been a lot of call ins lately but she understands the center has just hired a lot of new workers so that should help them. She has not been forced to work over or sick, and she believes the center is cracking down on overtime. Ms. Sapien is "the world's best boss and is great."

On 09/27/2022, I conducted an interview of Child C's mother via telephone. She has noticed here and there a few teachers coughing or sniffing. She hopes the center is not having staff work when they are sick as there are little kids in the center who can get sick.

On 09/27/2022, I conducted an interview with Child F's mother via telephone. She has not noticed any staff members who are sick working at the center. She has no complaints about the center.

On 09/27/2022, I conducted an interview with Child D's mother via telephone. She has not seen staff members in the center sick and no concerns with them being at work sick.

On 09/27/2022, I interviewed child care staff member 4, Breonna Givens. She has worked at Peyton’s Learning Place for a few years. She did have a time she left but came back. She does not feel like the center makes you work when you are sick. The issue is if you call in for a slight cold, then you are making other people do more work, it is a hard issue. She has no knowledge of people being made to work when they have COVID.

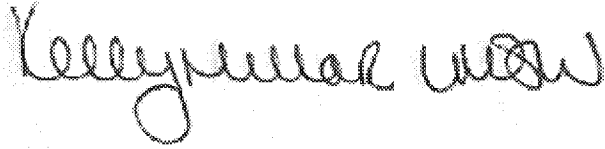
On 09/27/2022, I conducted an interview via telephone with child care staff member 3, Brianna Givens. She no longer is employed there, she quit on August 19<sup>th</sup>, 2022. She had heard about a staff member who was being told to come into work even though she had been exposed to COVID, however the worker did not feel comfortable coming in having been exposed to COVID. She heard they told her to come in or do not come back at all.

On 09/27/2022, I conducted an interview with Child G’s mother via telephone. She previously worked at Peyton’s Learning Place, but no longer does as of September 9<sup>th</sup>, 2022. She knows the center makes staff come into work sick. They know people could have COVID, but if you are not positive you have to come in. They have the symptoms they could have it and pass it on. She does not feel like the center cares about its staff at all.

<b>APPLICABLE RULE</b>	
<b>R400.8155(5)</b>	<b>Child accidents and incidents; child and staff illness</b>
<b>ANALYSIS:</b>	The child care center has a written policy regarding child and staff illness. They are complying with the written plan for staff illness.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

**IV. RECOMMENDATION**

I recommend no change to the current license status.



10/11/2022

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Kelly Millar, LMSW  
Licensing Consultant

Date

Approved By:



10/17/2022

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Crecendra Boone  
Area Manager

Date